

УТВЕРЖДАЮ

Заведующий каф. ИП

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**ФОНД ОЦЕНОЧНЫХ СРЕДСТВ ДИСЦИПЛИНЫ
ПРОФЕССИОНАЛЬНАЯ ПОДГОТОВКА НА АНГЛИЙСКОМ ЯЗЫКЕ
(ЛИДЕРСТВО)**

I. Материалы текущего контроля

Задания для практических занятий:

Занятие 1.

Seminar "Correct and incorrect forms of behavior." Practical session focuses on how great leader's influence on the behavior of others, analyze situations, correct and incorrect behavior of the leaders, determining the qualities of a leader that increases the activity.

Занятие 2.

The practical lesson "the qualities of an ideal leader." During practical classes, students present mini-reports with a video presentation about the famous, from their point of view, the leaders, indicating the three qualities they admire. Then about the leaders with whom they are personally familiar, indicating those qualities they also admire. What are the similarities and differences between the two leaders?

Занятие 3.

Role play: orientation to task or people. Students are encouraged to case (a certain situation). Then they will have to adopt the decision from the point of view of the leader focused on the job and from the point of view focused on relationships. At the end of the lesson, the students are encouraged to evaluate the effectiveness of each of the leaders, their behaviors and justify their position.

Занятие 4.

Survey. Questionnaire "Instrumental and terminal values", the Questionnaire "Define your style of thinking", the Questionnaire "do you Have charisma", the Questionnaire "determination of the qualities of the transformational leader."

Занятие 5.

Business game "the Past and the future." The game is aimed at identifying individual differences that influence the effectiveness of leaders.

Занятие 6.

Seminar "New boss". Students are encouraged to solve the case as an example for critical analysis, in which they must describe different mental models represented in the excerpt, represent a new mental model. In the process of solving students define the concept of motivation based on love or based on fear, determine the level of emotional intelligence of the leader.

Занятие 7.

The practical lesson. The questionnaire to determine its moral courage. Play "Boy, girl, the ferry captain, and the hermits" the Aim of the game is the definition of personality governmental and organizational factors influencing decision-making. Discusses the moral aspects of leadership and peculiarities of the leaders of courage.

Занятие 8.

Seminar "Obligations, needs, likes, preferences". During class, students first answer the proposed questions. Then they are encouraged to discuss the results and interpret them from the point of view of theories of motivation.

Занятие 9.

Seminar "Professional listening". Practical training focused on mastering the skills of a professional listener. The work is conducted in pairs.

Занятие 10.

Playing lesson "the long Road...". The goal is to facilitate the mobilization of participants and their involvement in the solution of group tasks; leadership development of team members, testing their readiness to take on responsibility for a task, ability to effectively work and communicate with teammates.

Занятие 11.

Seminar "Personal characteristics diversity". First, by questioning the "implicit biases". Then have a discussion where students are asked to specify the 6 characteristics that distinguish them from others and to answer questions reflecting their perception of diversity.

Занятие 12.

Seminar "Power and leadership". During the class students will present reports on "Political leaders". The task of the students to talk about leaders from the point of view of their use of various tactics to influence (the 7 principles).

Занятие 13.

Business game "the police Department of a large city". The game is the ability to create a vision of the future of the company, the ability to explain the way of the future subordinates and ability to take on responsibility.

Занятие 14.

The practical lesson. Case "Lisa Benavides, Forest International" the Activity is aimed to characterize the corporate culture from the perspective of internal integration and external adaptation, the ability to recognize future changes.

Занятие 15.

Practical classes "Which era do you belong to?". The purpose of training is to establish knowledge of the 4 stages of the evolution of leadership, and the ability to analyze the causes, conditions of transition from the first to the fourth stage.

Занятие 16.

Roleplay "Corporate change." In this game to students, the task is to decide what will be the changes (focusing on the first three stages of the 8-step model of change) and what the employee said, speaking in front of them. Students train the skills of the speaker.

I. Задания для самостоятельной работы

Индивидуальное задание №1

"Leadership and power in organizations"

1. Which statement is legitimate for the leader?
 - 1) +it leads
 - 2) he commands
 - 3) it's just there
 - 4) he organizes the work
 - 5) he manages
2. What type of leadership most important for the head of the production unit?
 - 1) +leader-organizer.
 - 2) the leader-initiator;
 - 3) the leader-scholar;
 - 4) the leader – generator of an emotional mood;
 - 5) the leader-"star".
3. What type of leadership most important for the chief information officer?
 - 1) leader-organizer.
 - 2) the leader-initiator;
 - 3) +leader-scholar;
 - 4) the leader – generator of an emotional mood;
 - 5) the leader-"star".
4. What style of management should prevail in the initial period of formation of labor collective?
 - 1) democratic
 - 2) liberal
 - 3) authoritarian
5. Which style should I use the Manager to achieve results in extreme conditions?
 - 1) +all control styles
 - 2) liberal
 - 3) democratic
 - 4) authoritarian
6. Which of the following factors is characterized by an emphasis on people management in the managerial grid of Blake and Mouton:
 - 1) great interest to the performance;

- 2) organizational goal – based relations;
- 3) +establishing relationships satisfaction;
- 4) creation of favorable pace of work in the organization.

Индивидуальное задание №2

"Leadership and teambuilding"

1. A group of people formed spontaneously to meet individual needs is called:

- 1) team
- 2) the Committee
- 3) the working group
- 4) a formal group
- 5) +informal group

2. The main characteristics of the group include:

- 1) its composition, mores, customs, ethics and culture;
- 2) +its composition, structure, and group values;
- 3) its composition, demographic characteristics, status of group members.

3. Predominant in the group emotional climate, which includes feelings, emotions of people, their relationships to each other, working and so on., called:

- 1) ethic group
- 2) socio-psychological mood of the group
- 3) socio-psychological characteristics of the group
- 4) +a socio-psychological climate of the group

4. A group of people characterized by a high degree of informed confidence to each other and high responsibility for achieving goals is called:

- 1) an informal group
- 2) +command
- 3) a team
- 4) the working group Committee

5. According to the classification of team roles proposed by Belbina, a member of the team responsible for bringing new and original ideas is:

- 1) the +thinker
- 2) collectivist
- 3) the Chairman
- 4) acting

6. The efficiency of the team may abruptly for reason:

- 1) holding the rotation of team members;

- 2) apply adequate compensation;
- 3) statement before a team of ambitious goals;
- 4) +unfair distribution of work

Индивидуальное задание №3

"Managing conflicts in organizations"

1. How Manager should treat the conflicts in the organization?

- 1) to prevent conflicts;
- 2) to stop the conflict;
- 3) +to manage conflicts, in an effort to minimize their negative to organize consequences.

2. Why you should avoid emotional conflicts?

- 1) +emotional conflicts destroy the business relationship;
- 2) affective conflicts are destructive to the organization;
- 3) emotional conflicts difficult to resolve.

3. What methods of resolution conflicts are interpersonal?

- 1) +dodge;
- 2) negotiations;
- 3) mediation;
- 4) +assignment;
- 5) +a compromise;
- 6) cooperation;
- 7) +a demonstration of power;
- 8) strategy aimed at victory.

4. What conflicts are called dysfunctional?

- 1) between the functional units
- 2) violation of the functions
- 3) +for resolving problems
- 4) reducing group cooperation

5. Which of the interpersonal methods of conflict resolution can be considered the most effective?

- 1) the method of compromise
- 2) the method of coercion
- 3) avoidance
- 4) +method of solving the problem
- 5) smoothing method

6. What method of conflict resolution, provides for the adoption of the perspective of the other side?

- 1) the method of coercion
- 2) the method of compromise
- 3) +smoothing method
- 4) avoidance
- 5) method of solving the problem

7. Which method of conflict resolution requires the use of power, suppression initiative of subordinates?

- 1) smoothing method
- 2) the method of compromise
- 3) +the method of coercion
- 4) avoidance
- 5) method of solving the problem

8. How to call a conflict in which two leaders present to one worker conflicting demands?

- 1) +intrapersonal;
- 2) interpersonal;
- 3) between the individual and the group.

9. Conflicts always destabilisateur the work of the organization:

- 1) Yes;
- 2) +no.

10. Avoidance of conflict is always faithful style of its regulation:

- 1) Yes;
- 2) +no.

II. Материалы рубежного контроля

Контрольная работа № 1.

Who's the leader?

What are the main qualities of the leader?

What it takes to be a leader?

What are the pros and cons of leadership?

Task 1

You are HR Manager of a large company. To you the interview came. He wants to take the position of Manager of one of the departments of the company. For this post important leadership qualities.

What questions or tests you are going to identify the makings of a contender for the post?

Coaching is a new, evolutionary more advanced, approach to life, business, myself. This training talks, which are effective for Directors, managers, coaches, designers, leaders, organizations and ordinary people of any profession and of any age who want to improve their personal effectiveness, to become leaders in any field or sector.

Thanks to coaching increases the degree of freedom, accelerated life, the person becomes a leader, first and foremost for yourself and then for others.

Task 2

Imagine that you are popular an experienced coach. You come to a modest and shy personality.

Why would you start the discovery potential in this man? How can I make it as a leader?

Task 3

A leader is not one who is “in front of a spirited horse.” It is he who will direct everyone in the right direction. And will be able to stop himself. (C) S. Lukyanenko

How do you understand this statement of the Russian science fiction writer Sergei Lukyanenko?

Task 4

What are the heroic leader of the fairy tales or cartoons. You can use examples from classical and modern literature, old and modern cartoons. Describe the main qualities of heroes and leaders for each?

Task 5

Now write a story on 1 page, in which the main character would have leadership and organizational skills. Give him all the necessary qualities, but remember that brevity – the sister of talent.

Let's imagine that there is a scale on which to measure the level of leadership. It's a pity that this is not really. But because we have a good imagination! Now for the calculations.

Task 6

The initial level of leadership, Sam was 20 leadership units. Then he made a selfish thing, substituting his best friend, and the level of leadership decreased by 12 units. Then the guy gathered his friends to take them to the Park on the weekends, and the level of leadership up 6 units. He then arranged for friends to travel to France for the summer, equivalent to 12 units (think: to raise or lower the level?). But in preparation for the trip, he forgot to take into account the nuances of visas, which equals 7 units (plus or minus?), and they went later than I wanted. In France he became a senior guide for the holidays, which equals 13 units (plus or minus?).

What is the current level of leadership?

Task 7

Come up with your rating. Let this be a rating of the best places to stay, best computer games known kids geniuses and so on.

Make your plan rating. Consider what evaluation criteria you need. Where you will collect information, who will ant rebate?

Task 8

What do you think, is it possible to become a leader around the world? Imagine you are the President of the country and impinge on global leadership. What actions would you take? As drew the attention of other countries? How would you prove their superiority and ability to lead?

Task 9

In and create your own product in the field of IT-technologies. This can be a new program for processing photos, software for finding desired information on the Internet. And maybe a computer game or social network with new possibilities of communication and data transmission.

Your ideas and suggestions form in the drawn interface of this product.

Контрольная работа №2.

Leadership in the working group

1. Typology of personality the working group. Types of working group leaders: the leader, the headman, the situational leader. Their special qualities.

2. The style of leadership as a set of tools for psychological impact on the members of the working group. Leader of group: differences and relationships. Leadership styles: authoritarian, democratic, liberal.

3. Practical task.

Bring self-examination of your potential or existing leadership skills. Select the main tools of psychological influence leadership in different business situations. The answer shall state in written form.

In the 1st question describe the main types of leaders working group. Show how manifest their qualities in business communication.

In the 2nd question open the contents of the main styles of leadership: authoritarian, democratic, liberal.

In the 3rd question will identify the impact of your potential or existing leadership skills in interpersonal communication within your working group.

IV. Материалы промежуточного контроля

Вопросы к зачету

1. The role of the leader in the development of the organization and staff.
2. Leadership style of coaching
3. Coaching as a tool of leadership.
4. Leadership in business.
5. Skills and technology decision-making.
6. Team leadership and management of group dynamics.
7. Current models of leadership.
8. Leadership: style, situation, efficiency.
9. Leadership in groups.
10. Men and women as leaders: similarities and differences.
11. The role of the leader in project management (for example, company)
12. Fundamentals of the influence of personality traits on the effectiveness of management of the company.
13. Leadership and management style as the basis for the strategic development of the company.
14. Women's Leadership in Business
15. Formation of strategy of youth policy
16. Valuable orientations of modern students.
17. Research Universities USA and Russia
18. Models for higher education. (For example....)
19. Political Leadership
20. The role of a leader in student government.
21. Psychological aspects of leadership.
23. Fenomen state leadership.

Критерии оценки:

| Оценка | Критерии |
|-----------|--|
| «отлично» | <ul style="list-style-type: none">• демонстрируются глубокие знания теоретического материала и умение его применять;• умение обоснованно излагать свои мысли, делать необходимые выводы. |
| «хорошо» | <ul style="list-style-type: none">• демонстрируются глубокие знания теоретического материала и умение его применять;• возможны единичные ошибки, исправляемые самим студентом после замечания преподавателя;• умение обоснованно излагать свои мысли, делать необходимые выводы. |

| | |
|-----------------------|--|
| «удовлетворительно» | <ul style="list-style-type: none">• неполное теоретическое обоснование, требующее наводящих вопросов преподавателя;• затруднения в формулировке ответа. |
| «неудовлетворительно» | <ul style="list-style-type: none">• отсутствие теоретического обоснования вопроса. |