

**BHUBANANANDA ODISHA SCHOOL OF ENGINEERING, CUTTACK
DEPARTMENT OF APPLIED ELECTRONICS & INSTRUMENTATION ENGG.**



LESSON PLAN

SUBJECT: LEADERSHIP & MANAGEMENT SKILLS

ACADEMIC SESSION: 2026-27

FACULTY: Er. NIRANJAN NAYAK, LECTURER(STAGE-II)

SEMESTER: 5TH

Sd/-

H O D (AE&I Engg.)



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COURSE OUTCOMES

- CO1:** - Explain leadership theories, management principles, managerial functions, styles, and leader vs manager traits.
- CO2:** - Describe HRM objectives, job analysis, staff development, training, and organizational development components.
- CO3:** - Demonstrate self-awareness, emotional intelligence, communication skills, and leadership through mentoring.
- CO4:** - Apply goal setting, transformative leadership, motivational strategies, team dynamics, and conflict management.
- CO5:** - Explain models of change, forces driving change, change management process, and change leader responsibilities.

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Discipline: AE&I Engineering	Semester: 5 TH	Name of the teaching faculty: Er. NIRANJAN NAYAK
Subject: LEADERSHIP & MANAGEMENT SKILLS	No. of Days/ per week class allotted: 03 periods per week.	Semester From Date: 01-07-2026 To Date: 05-11-2026 No. of weeks: 15 weeks
Week	Class Day	Theory Topics
1 st	1st	UNIT-1 Leadership & Management, concept, principles. Definition of leadership, management
	2nd	Leadership theories.
	3rd	Leadership characteristics.
2 nd	1st	Principles of management.
	2nd	Managerial functions.
	3rd	Leader v/s Manager, Leader/Manager traits and character.
3 rd	1st	Leader v/s Manager, Leader/Manager traits and character.
	2 nd	Leadership Styles.
	3rd	Leadership Styles.
4 th	1 st	REVISION OF UNIT-1

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	2 nd	UNIT-2 Human Resource Management in Organizations. Human Resource Management: Meaning, Nature, Objectives, Scope
	3 rd	Job & Job analysis.
5 th	1 st	Staff Development: Need and Objectives of Staff Development, Approaches.
	2 nd	Staff Development: Need and Objectives of Staff Development, Approaches.
	3 rd	Training & development.
6 th	1 st	Training & development.
	2 nd	Organizational Development: Components of OD process.
	3 rd	Organizational Development: Components of OD process.
7 th	1 st	Learning organization.
	2 nd	REVISION OF UNIT-2
	3 rd	UNIT-3 Personal disposition, skills & abilities of leaders Self-awareness.
8 th	1 st	Leadership characteristics, traits.
	2 nd	Leadership skills & abilities.
	3 rd	Emotional intelligence & its components, importance in leadership.

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9 th	1st	Communication skills for effective leadership, barriers to effective , communication, Active Listening, Mindful listening.
	2nd	Communication skills for effective leadership, barriers to effective , communication, Active Listening, Mindful listening.
	3rd	Leading & Mentorship – Influencing & mentoring.
10 th	1st	RIVISION OF UNIT-3
	2nd	CLASS TEST-1
	3rd	UNIT-4 Leader's role in Motivating, Inspiring and Transformative leadership, nurturing team-work Goal setting & leadership.
11 th	1st	Transformative Leadership, vision & envisioning.
	2nd	Motivational role of leader in people management.
	3rd	Group & team.
12 th	1st	Team dynamics.
	2nd	Conflict management, strategies in managing conflicts.
	3rd	Conflict management, strategies in managing conflicts.
13 th	1st	REVISION OF UNIT-4

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	2nd	UNIT-5 Change Management & Leadership Models of change.
	3rd	Forces driving change.
14 th	1st	Change Management – process, goal, importance.
	2nd	The process of change happening in an organization
	3rd	Key aspects of leadership in change management – responsibilities of a change leader.
15 th	1st	Revision of Unit-5
	2nd	CLASS TEST-2
	3rd	Sample Questions Practice


 Signature of Faculty


HOD
Department
 Signature of HOD
B.O.S.E, Cuttack-753007