

School of International Education, UIBE

Chinese traditional culture and leadership behavior

Syllabus

Instructor: Prof. CHEN Jianxun, Ph.D

E-mail: jxunch@126.com ,

Office: 716, Boxue Building

Lecture hours:

Venue: 102, Building 6

Course Email: cebsuibe@yahoo.com

Password :64493603

Aims and Objectives of the Course

- *Aims*

The course aims to focus on the leadership behaviors characterized by Chinese indigenous traditional culture, which is different from Western leadership behavior rooted in Western culture.

- *Objectives*

On completion of this course, students will be able to:

- Understand the Chinese traditional culture developments in an international perspective;
- Appreciate how Chinese leaders' leadership behaviour has been shaped by Chinese traditional culture.
- Understand the two basic leadership style characterized by Confucianism and Taoism, and how they reconcile in Chinese organizations.
- Explore the successful leadership abilities on how to lead Chinese employees in Chinese context.
- Explore the skilful leadership abilities on how to build and lead Chinese teams that is so-called very difficult to lead in the world.

Course Approach

- Teaching Approach
 - Tutorial
 - Class discussion
 - Cases backed up by applying theoretical framework to China's real situations for structured and disciplined thinking
 - Case study method
- Lots of feedback – two ways
 - Me to you – both individual and class level
 - You to me – periodic, anonymous informal questions
- Course materials
 - the analects of Confucius
 - Teaching notes
 - Supplementary articles, internet sources, to be distributed
- Team project
 - Up to 4 students form a team
 - Assignments and term paper by team
 - Term paper (4000 words)
- Basis for grades

- Class Participation	15%
- Assignments	25%
- Team presentation	20%
- Final exam	40%

Class Policies and Ground-Rules

- Attendance

Attendance at classes is compulsory and is recorded. Where there is a good reason for absence please let the tutor know, in advance if possible. Failure to meet the work requirements may lead to exclusion from the course. More than two absences could result in grade reduction or failing the class

- Promptness
 - We are going to start on time; persistent or serious lateness will be frowned upon
 - Conversely, I will not keep you beyond the end of class

- Academic Integrity
 - You are expected to prepare your own team work
 - Plagiarism or cheating in any form will result in failure in the course

Course Schedule

Lecture	Topic
1	Introduction to leadership behavior in East and West
2	Leadership behavior and Confucianism
3	Leadership implication from the analects of Confucius
4	Leadership behavior and Taoism
5	Leadership implication from the Tao Te Ching
6	How to reconcile the leadership at different context
7	How to lead Chinese employees in Chinese context
8	How to lead Chinese team in Chinese context
9	Leadership abilities in China
10	The leadership model with Chinese Characteristics
11	The motivation model with Chinese Characteristics
12	The leadership simulation for practice
13	Presentation and Final Exam

Course Outline

1. Introduction to leadership behavior in East and West

- Introduction
- Leadership history in West
- Leadership development in East

2. Leadership behavior and Confucianism

- What's the Confucianism?
- The essence of Confucianism
- The leadership behavior with Confucianism characteristics

3. Leadership implication from the analects of Confucius

- The analects of Confucius: a great ancient book
- The main point of the analects of Confucius
- Discussion: the leadership implication from the analects of Confucius

4. Leadership behavior and Taoism

- What's the Taoism?
- The essence of Taoism
- The leadership with Taoism characteristics

5. Leadership implication from the moral

- The Tao Te Ching: another great ancient book
- The main point of the Tao Te Ching
- Discussion: the leadership implication from the Tao Te Ching

6. How to reconcile the leadership at different context

- The difference between the Confucianism and the Taoism
- The two basic different leadership with Chinese characteristics
- How to reconcile the two different leadership behaviors at a system?

7. How to lead Chinese employees in Chinese context

- The Chinese employee with specialty
- The difference between Chinese and western employee
- How to lead Chinese employee effectively

8. How to lead Chinese team in Chinese context

- The team model difference: East and West
- The Chinese team in the world

- How to lead Chinese team in China

9. Leadership abilities in China

- What abilities should a Chinese leader have?
- How to develop leadership ability in China
- Case study

10. The leadership model with Chinese Characteristics

- The Chinese leadership model
- The ways to apply the model
- Case study

11. The motivation model with Chinese Characteristics

- Can you motivate others effectively?
- The Chinese motivation model
- The ways to apply the model

12. The leadership simulation for practice

- Some cases
- The real leadership context
- The leadership simulation for practice

Instructor CV



Working unit: University of International Business and Economics (UIBE), Beijing

Professional Title:

Vice Director of Research Office of International Investment, UIBE

Vice Director of Centre for Chinese Capital Management, UIBE

Member of Academy of Management

Member of International Association of Chinese Management Research

Email: jxunch@126.com

Tel : 86-10-64495082

Mobile: 86-10-13011887457

Education:

Ph.d in Management: Joint Doctor Program of MIT Sloan Management School and Renmin

University of China Business School , US&China, July, 2009

Master in Management: Dongbei University of Finance and Economics, Dalian, China, 2006

Bachelor in Management: Shanxi University, Taiyuan, China, 2003