

Curricular Unit:

LEADERSHIP, NEGOTIATION, ETHICS AND SOCIAL RESPONSIBILITY (LNE&SR – 5 ECTS)

Master in L&M 6E 2026/2027 (<https://lawandmanagement.pt/program/>)

Lecturer	Jorge F.S. Gomes (https://www.linkedin.com/in/jorge-gomes-b7bb7b5/)
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Office Hours	

Introduction

This course is designed to provide students with an understanding of organisational behaviour, in general terms, and of leadership in modern competitive contexts, in specific terms. The main goal is to understand the importance of organisational behaviour and of the factors that influence leadership and its relationship with ethics and social responsibility. Two of the most important leadership competencies are developed: negotiation and conflict management.

Goals

OA1: To understand the relevance of organisational behaviour in current societies;
OA2: To understand the role and contribution of leadership for team and organisation success;
OA3: To provide the fundamental concepts of negotiation and conflict management;
OA4: To frame leadership in modern business environments, characterised by ethical and social responsibility standards.

Methods

Teaching methods include lectures, case discussion, exercises, teamwork, and guest lecturers. Students are also encouraged to share their work experiences in class.

Lecturer and Guest Lecturers

Lecturer: Jorge F.S. Gomes holds a PhD in Business Administration from the Alliance Manchester Business School, in 2001 (formerly Manchester Business School). Coordinator of the Master in HRM and of the Executive Master in HRM. Dr. Gomes has published scientific and non-scientific texts both in national and international books and journals.

Guest lecturer: Jennifer Bott holds a PhD in Industrial/Organizational Psychology from the University of Akron and is a professor at the Haworth College of Business at Western Michigan University. She's served as an executive and senior leader in higher education, including as Provost and Vice President for Academic Affairs at Western Michigan University, Dean of the Miller College of Business at Ball State University. She's published more than 30 articles in international and national journals.

Course Contents

Class/ Date	Topic (subject to change)
1 / 01 Feb	Organisational Behaviour and Management
2 / 02 Feb	Approaches to leadership: From classic to modern views
3 / 03 Feb	Advanced topics in leadership – I
4 / 04 Feb	Advanced topics in leadership – II
5 / 05 Feb	Leadership and...: Individual presentations
6 / 10 Feb	Strategies/tactics in negotiation & conflict management I – Guest
7 / 11 Feb	Strategies/tactics in negotiation & conflict management I – Guest
8 / 12 Feb	Business ethics, social responsibility, and beyond
9 / 15 Feb	Communication skills and performance
10 / 16 Feb	Culture and further issues in LNE&SR
19 Feb	Exam

Assessment

- a) Participation **(20%)**: participation is based on the student's attendance to classes, and on one presentation of a book chapter (from Marques & Dhiman, 2017). During the presentation, the student must show that has read and understood the chapter and must explain its content to the class. No document or PowerPoint file is needed to be sent prior to class, or after it.

Name	Chapter and title ("Leadership and...")

See full table in the ppt file

- b) Group essay **(30%)**: a 3,000-word written essay, based on the topic in appendix I. Essay to be returned by 26th February.

Groups composition	Topic

- c) Written individual exam (**50%**), scheduled to 19th February (10h-12h). The exam is a 120-minute test and is composed of two groups of questions: the first one is composed of short open-ended questions, and the second group of larger open-ended questions. Sample questions in appendix II.

References

Main source: Robbins, S.P. & Coulter, M. (2018). *Management* (14th Ed.). Pearson.

Additional sources:

- Marques, J. & Dhiman, S. (2017). *Leadership today: Practices for personal and professional performance*. Springer.
- Additional elements can include cases, papers, reports, and websites.