

C. V. RAMAN POLYTECHNIC, BHUBANESWAR

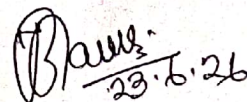
LESSON PLAN Session (2026-2027)

Discipline: Mechanical Engineering	Semester: 5 th Semester, Winter/2026	Name of the Faculty: Dr. Brundaban Sahoo, Asst.Prof Email ID: brundaban.sahoo@cvrp.edu.in
Subject: Subject: TH:5(b)- Leadership And Management Skills	No. of Days/week: 03	Start Date: 01/07/2026 End Date: 05/11/2026

Week	Class Day	Theory Topics
1st	1st	Introduction to Leadership & Management: Definition of leadership.
	2nd	Definition of management; Core concepts and principles.
	3rd	Leadership theories - Part 1 (Trait theory, Behavioral theories).
2nd	1st	Leadership theories - Part 2 (Contingency and Situational theories).
	2nd	Leadership characteristics and essential traits.
	3rd	Principles of management.
3rd	1st	Managerial functions (Planning, Organizing, Leading, Controlling).
	2nd	Leader v/s Manager: Key differences.
	3rd	Leader/Manager traits and character evaluation.
4th	1st	Leadership Styles (Autocratic, Democratic, Laissez-Faire, etc.).
	2nd	Human Resource Management: Meaning and Nature.
	3rd	Human Resource Management: Objectives and Scope.
5th	1st	Job concept & Job analysis: Purpose and process.
	2nd	Staff Development: Need and Objectives of Staff Development.
	3rd	Staff Development: Different Approaches and methods.
6th	1st	Training & development: Importance, types of training.
	2nd	Training & development: Implementation and evaluation.
	3rd	Organizational Development (OD): Concept and significance.
7th	1st	Components of the OD process.
	2nd	Learning organization: Features and building blocks.
	3rd	Self-awareness: Concept and importance for leaders.

8th	1st	Leadership characteristics and personal traits.
	2nd	Leadership skills & abilities: Conceptual, technical, and human skills.
	3rd	Emotional intelligence (EI) & its components.
9th	1st	Importance of Emotional Intelligence in leadership.
	2nd	Communication skills for effective leadership.
	3rd	Barriers to effective communication and how to overcome them.
10th	1st	Active Listening and Mindful listening techniques.
	2nd	Leading & Mentorship: The art of influencing & mentoring.
	3rd	Goal setting & leadership: Aligning personal and organizational goals.
11th	1st	Transformative Leadership: Characteristics and impact.
	2nd	Vision & envisioning: Formulating and communicating a vision.
	3rd	Motivational role of a leader in people management.
12th	1st	Understanding Group & team concepts.
	2nd	Team dynamics: Stages of team development.
	3rd	Conflict management: Sources and types of conflict.
13th	1st	Strategies in managing and resolving conflicts.
	2nd	Models of change (e.g., Lewin's Change Management Model).
	3rd	Forces driving change: Internal and external factors.
14th	1st	Change Management: Process, goal, and importance.
	2nd	The process of change happening in an organization.
	3rd	Overcoming resistance to change.
15th	1st	Key aspects of leadership in change management.
	2nd	Responsibilities and roles of a change leader.
	3rd	Course Review and summary of Leadership concepts.


Signature of Faculty


Signature of HOD