



Subject card

Subject name and code	Regenerative Leadership and Sustainable Organizations, PG_00072173						
Field of study	Management						
Date of commencement of studies	October 2025	Academic year of realisation of subject				2026/2027	
Education level	second-cycle studies	Subject group				Optional subject group Subject group related to scientific research in the field of study	
Mode of study	Full-time studies	Mode of delivery				at the university	
Year of study	2	Language of instruction				English	
Semester of study	3	ECTS credits				3.0	
Learning profile	general academic profile	Assessment form				assessment	
Conducting unit	Department of Management -> Faculty of Management and Economics -> Faculties of Gdańsk University of Technology						
Name and surname of lecturer (lecturers)	Subject supervisor	dr hab. inż. Małgorzata Zięba					
	Teachers						
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	15.0	30.0	0.0	0.0	0.0	45
	E-learning hours included: 0.0						
Learning activity and number of study hours	Learning activity	Participation in didactic classes included in study plan		Participation in consultation hours		Self-study	SUM
	Number of study hours	45		4.0		26.0	75
Subject objectives	to prepare students to design innovative and regenerative organizational solutions in conditions of complexity and uncertainty, based on knowledge of integrated economic, legal, and ethical perspectives, and to develop attitudes related to responsible and entrepreneurial leadership in the context of sustainable organizational development and its social and environmental impact.						
Learning outcomes	Course outcome		Subject outcome			Method of verification	
	[K7_U01] creates innovative solutions for complex and unstructured processes, considering unpredictable environmental conditions through the synthesis of information from various sources.		is able to design innovative and regenerative solutions for complex and unstructured organizational problems, using methods of synthesizing information from multiple sources in conditions of uncertainty and environmental volatility.			[SU1] Assessment of task fulfilment [SU3] Assessment of ability to use knowledge gained from the subject	
	[K7_K02] acts entrepreneurially, making competent and ethical decisions that consider the public interest as well as economic, social, and environmental values.		is ready to make responsible, competent, and ethical decisions in the context of regenerative leadership, particularly through participation in tasks requiring consideration of public interest and economic, social, and environmental values.			[SK1] Assessment of group work skills [SK5] Assessment of ability to solve problems that arise in practice	
	[K7_W05] has in-depth knowledge of integrating economic, legal, and ethical aspects in analyses and their application in entrepreneurial activities.		knows and understands integrated approaches to combining economic, legal, and ethical aspects in the analysis and design of solutions for organizations operating in the context of sustainable development.			[SW1] Assessment of factual knowledge	

Subject contents	Course content – lecture		
	<ol style="list-style-type: none"> 1. Concepts of regenerative leadership and sustainable organizations 2. Complexity, uncertainty, and systems thinking in management 3. Organizations in the socio-economic and environmental context 4. Integrated approach to economic, legal, and ethical aspects 5. Organizational responsibility and stakeholder management 6. Decision-making and leadership in conditions of change and uncertainty 		
Prerequisites and co-requisites	Course content – exercises		
	<ol style="list-style-type: none"> 1. Case studies of organizations implementing sustainable and regenerative approaches 2. Identification and analysis of stakeholders and their expectations 3. Problem-solving in complex organizational environments 4. Designing innovative and regenerative organizational solutions 5. Decision-making under uncertainty simulations and case studies 6. Evaluation of organizational decisions (economic, social, and environmental impact) 7. Team project development of a regenerative organizational solution 8. Presentation and discussion of team project results 		
Assessment methods and criteria	Subject passing criteria		Passing threshold
	Team project		60.0%
	Presentation		30.0%
	Test		40.0%
Recommended reading	Basic literature	<p>Hutchins, G., & Storm, L. (2019). <i>Regenerative leadership: The DNA of life-affirming 21st century organizations</i>. Wordzworth Publishing.</p> <p>Raworth, K. (2017). <i>Doughnut economics: Seven ways to think like a 21st-century economist</i>. Chelsea Green Publishing.</p>	
	Supplementary literature	<p>Hoffman, A. J. (2018). <i>The next phase of business sustainability</i>. Stanford University Press.</p> <p>Hutchins, G. (2021). <i>Leading by nature: The process of becoming a regenerative leader</i>.</p> <p>https://gileshutchins.com/leadingbynaturebook/</p>	
	eResources addresses		
Example issues/ example questions/ tasks being completed	<ul style="list-style-type: none"> • The role of leadership in building sustainable and regenerative organizations • Managing organizations in conditions of complexity and uncertainty • Stakeholder expectations and organizational responsibility in decision-making • Designing innovative solutions for sustainable and regenerative development • Ethical dilemmas and trade-offs in managerial decision-making 		
Practical activities within the subject	Not applicable		

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