

BUS 622 Leadership in Organizations

Semester: Summer, 2017
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Course Description:

The concept of leadership will be explored from a topical perspective and based upon theoretical and scholarly views approached from an application standpoint. Students will develop a working definition of leadership and be able to distinguish between leaders and managers. The integral role of effective leadership will be analyzed across a variety of organizational hierarchies and students will identify and understand the importance of leadership development of oneself and the development of others for future success.

Students will examine the research and application associated with the following: leadership theories, leadership skills, team building, strategic planning and leading change. Additionally, students will develop leadership portfolios and gain an understanding of the political and ethical considerations of leadership.

Texts: Good to Great, Collins (2001). **Note: Students can feel free to borrow or checkout the book from a library.**

Now, Discover Your Strengths, Buckingham and Clifton (2001). **Note: This book must be purchased in order to gain access to the Personality Profile. The**

profile should be obtained prior to the first weekend.

Seven Habits of Highly Effective People. Covey (1989). **Note: This book is optional but will be discussed during the course.**

Course Objectives:

At the conclusion of the course, each student will be able to:

1. Identify and define the characteristics, behaviors, and traits most commonly ascribed to leaders.
2. Identify, define and understand the inherent opportunities and constraints for the practice of leadership within organizations.
3. Identify their own strengths as leaders and understand how their strengths can best be utilized to lead effectively.
4. Develop strategies for the development of their personal leadership skills.
5. Develop a leadership profile and portfolio for career advancement.

The content is broken into six (6) sessions that equate approximately to two (2) sessions per weekend.

Session 1:

1. Discuss course policies, procedures and requirements.
2. Class schedule for the semester
3. Personality styles
4. Leaders; Born or Made?
5. Identify common characteristics of leaders.

6. Discuss differing perceptions of leadership.
7. Marketing yourself for success

Session 2: (Buckingham, Clifton) (Collins 1-3)

1. Discovering strengths
2. Application of strengths for leadership effectiveness
3. Why average isn't good enough
4. Striving for level 5
5. Managers vs. Leaders
6. Approaches to leadership research
7. Research Topic Selection

Session 3: (Collins 4-6)

1. The brutal facts of leadership
2. Being a Hedgehog
3. Creating a culture of discipline
4. Challenges of leadership—theory vs. practice.
5. Coping strategies for leaders

Session 4: (Collins, 7-9)

1. Technology accelerators
2. Flywheel and doom loop
3. From Good to Great to Built to last
4. Leadership practices

Session 5:

1. Power and Influence
2. Leading transformation
3. Leadership profile presentations

Session 6:

1. Leading change in organizations
2. Leading Teams
3. Strategic planning
4. Ethical leadership and diversity.

End of Course

1. Research papers due
2. Mock interviews
3. Final presentations/exam

Course Requirements:

1. Attend all class sessions and participate in and complete all class activities.
2. Participate in class discussions. Graduate students should seek a high level of involvement in their learning.
3. Complete all required class readings.
4. Complete a research paper on a specific leadership topic approved by the instructor. The research should seek to answer a question regarding leadership theory that is a prevalent societal discussion. Each research paper will include the following:
 - a. A clearly stated premise for the research
 - b. Three points that support the premise
 - c. Conclusions that are drawn from the supporting data/references/student synthesis
 - d. A minimum of five (5) references
5. Conduct a personal interview with a local community leader which targets the following information:
 - a. Career path
 - b. Leadership strengths
 - c. Challenges and celebrations
 - d. Continuous Learning and Leading.

Each student will submit a 1-page summary of the experience.

6. Each student (or group of students) will identify a local person of interest with an established track record in terms of leadership and invite that individual to speak to the class during the course.

7. Successful completion of a personal leadership profile and a power portfolio for personal marketing.
8. Successful completion and application of the Strengths finder on-line activity.
9. Successful completion of a comprehensive final exam.