CATALOG DESCRIPTION

2723 Introduction to Leadership Development (3) F An introduction to leadership and leadership development. Emphasis is placed on students understanding their personal traits, values, characteristics and developmental tasks as a foundation for leadership development.
Course Description

This class is designed as an introductory leadership development course. Emphasis is placed on students understanding their personal traits, values, characteristics and developmental tasks as a foundation for leadership development.

Course Goals and Learning Outcomes

The overall goal of this course is for students to gain a greater sense of self awareness as a foundation for developing leadership skills. The emphasis is on exploring students’ foundational traits, values, characteristics and developmental tasks needed to perform effectively as a leader. We will also focus on ethics and ethical leadership. By the end of the course, students will understand the foundational personal characteristics they possess which prepare them for leadership, as well as those areas in which they need to improve.

Required Text:

Exploring Leadership: for College Students Who Want to Make a Difference

Course requirements

Class Participation

Each student is expected to participate in class discussions and activities. The class is intended to be discussion oriented and lecturing will be kept to a minimum. The primary goal of the class is to facilitate the understanding and application of concepts rather than the memorization of information. Consequently, assignments are designed accordingly and active class participation is deemed crucial to success. Active class participation requires a thorough reading of the text and any handouts prior to coming to class.

Self-Assessment Paper

Each student will write an assessment of their personal traits, values, characteristics and developmental tasks, with a particular focus on how those personal characteristics impact their leadership style. The paper should include a section in which the student outlines what he/she perceives should be areas of focused growth. Students should draw from the various assessment instruments utilized during the class.

The paper should be 8 pages, double-spaced.

Ethical Code
Using other ethical codes as models, develop an ethical code that would provide a framework to guide ethical conduct for an organization of which you are, or have been, a member. The code should be sufficiently thorough to provide a meaningful for most day-to-day activities as well as more difficult situations that are foreseeable. Determine the core principles that should drive the organization and under each list the standards of behavior that would tend to assure adherence to those principles.

**Mid-term and Final Exam**

A mid-term and final exam will be given.

**Pop Quizzes**

There will be periodic unannounced quizzes on reading material.

**Methods of Assessment and Evaluation**

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<thead>
<tr>
<th>Component</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Participation</td>
<td>10%</td>
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<tr>
<td>Self Assessment</td>
<td>25%</td>
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<tr>
<td>Mid-term</td>
<td>25%</td>
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<tr>
<td>Ethical Code</td>
<td>15%</td>
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<tr>
<td>Final Exam</td>
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A – 90-100  
B – 80-89  
C – 70-79  
D – 60-69  
F – 0-59

**Course outline**

**Week 1 – Introduction/ Defining Leadership - Chapter 1**
Can Leadership be learned?  
Leadership versus Management

**Week 2 - The Changing Nature of Leadership – Chapter 2**
Values  
• Clarifying what matters to you and why  
• Appreciating what matters to others and why

**Week 3 — A New Way of Understanding Leadership - Chapter 3**
Enhancing Self-Awareness: Administration and discussion of self-awareness instruments

**STUDENT DEVELOPMENTAL TASK AND LIFESTYLE INVENTORY (SDTLI) - Winston, R. B., Miller, T. K., & Prince, J. S.**  
140 item true-false questionnaire that measures the personal development of college students based on Chickering's research.
Week 4 – Understanding Yourself – Chapter 4
Administration and discussion of self-awareness instruments

TYPE FOCUS
Complete on-line assessment on Career Services web page (access Career Discovery) and bring reports to class.

Week 5 – Understanding Yourself cont’d
Administration and discussion of self-awareness instruments

SOCIAL REFLECTION QUESTIONNAIRE Gibbs, J. C. & Widaman, K. F.
A structured version of Kohlberg's Moral Judgment Interview. It retains the issue norm element scoring system, but simplifies the scoring by omitting the need for the classification phase of rating. Group administration is possible.

SITUATIONAL ATTITUDE SCALE - Sedlacek, W.
Measures prejudice of race, sex, age, physical/mental disability, and occupation; self-administered and suitable for groups.

Week 6 – Understanding Others – Chapter 5
“Why are they like that?” “How can he think that?” “Why does she do that?”
Understanding and appreciating differences
Having people care about what you have to say

Week 7 – Understanding Complex Organizations – Chapter 7
The role of the leader in complex organizations

Week 8 – Mind, Body and Soul of a Leader – Chapter 11
Self Assessment Due
Discussion of Self-Assessment results
Conflict resolution/mediation
THOMAS KILLMAN CONFLICT MODE INVENTORY

Week 9 – Interacting in Teams and Groups – Chapter 6
Understanding Group Dynamics
FIRO-B™ Instrument

Week 10 – Building Coalitions and Communities – Chapter 8
LEADERSHIP TEST - Cassell R. N.
Yields a total leadership score and six separate scores on personal integrity, consideration for others, mental health, technical information, decision making, and teaching communication.

Week 11 – Building Coalitions and Community cont’d
MANAGING EMOTIONS INVENTORY - Hood, Albert and Jackson, Lorraine
Based on Arthur Chickering's vector, the Managing Emotions Inventory contains five 12-item scales: (1) depression, (2) anger, (3) frustration, (4) happiness, and (5) attraction.
Week 12 – Leading with Integrity and Moral Purpose – Chapter 9
Importance of Moral compass in leadership
Leadership integrity

Week 13 – Ethical Decision Making
THE VALUES SCALE (RESEARCH EDITION) - Super, D. E. & Nevill, D. D.
Measures intrinsic and extrinsic life-career values and cultural perspectives.

STUDY OF VALUES (THIRD EDITION) - Allport, G. W., Vernon, P. E., & Lindzey, G.
Measures six values (theoretical, economic, aesthetic, social, political, and religious), 45 items.

Week 14 – Ethical Codes of Conduct
Ethical Code Due
Discussion of Ethical Codes and their role in decision making.

Week 15 – Why Renewal is Vital to Groups and Organizations – Chapter 10
Assuring ongoing improvement

Week 16 – Final Exam
Leadership Proposal Due