



MASTER COURSE OUTLINE

Prepared By: Laura Brogden

Date: April 2021

COURSE TITLE

Organizational Leadership

GENERAL COURSE INFORMATION

Dept.: MGMT

Course Num: 370

(Formerly:)

CIP Code: 52.0201

Intent Code: 11

Program Code: 50B

Credits: 5

Total Contact Hrs Per Qtr.: 55

Lecture Hrs: 55

Lab Hrs:

Other Hrs:

Distribution Designation: GE

COURSE DESCRIPTION (as it will appear in the catalog)

This course reviews the role of leadership in an organization. Students will explore leadership theories and strategies to enhance collaboration, manage conflict, and lead with integrity and respect in order to meet organizational goals. Students will complete self-assessments to identify and analyze their leadership style for application in the workplace.

PREREQUISITES

MGMT 305

Acceptance into the Bachelor of Applied Science in Applied Management program

TEXTBOOK GUIDELINES: An appropriate college level text as chosen by the instructor, such as **Leadership Theory and Practice Ninth Edition, Peter Northouse**

COURSE LEARNING OUTCOMES

Upon successful completion of the course, students should be able to demonstrate the following knowledge or skills:

1. Define leadership and distinguish the difference between leadership and management within an organization
2. Describe and evaluate the major leadership theories and approaches.
3. Identify personal behaviors, traits, and tendencies that impact personal leadership style
4. Develop strategies for effective leadership
5. Analyze and assess how culture, gender, and other factors can influence leadership.
6. Analyze case studies through a lens of collaboration and conflict and assess the results of leadership scenarios.

INSTITUTIONAL OUTCOMES

IO1: Communication: Communicate effectively with internal and external stakeholders using an appropriate channel for the situation.

IO3: Human Relations/Workplace Skills: Demonstrate effective leadership, critical thinking, teamwork, and technical and information literacy competencies needed to make business-critical decisions to resolve interpersonal and organizational challenges that most often occur in the modern workplace.

COURSE CONTENT OUTLINE

Module 1 – Introduction to Leadership

- Defining Leadership, power and management

Module 2 – Approaches to Leadership

- Trait approach
- Skills approach
- Behavioral Approach
- Situational Approach

Module 3 – Theories of Leadership

- Contingency Theory
- Path-Goal Theory
- Leader-Member Exchange Theory
- Decision Making

Module 4 – Contemporary Leadership Styles

- Transformational Leadership
- Servant Leadership
- Authentic Leadership
- Adaptive Leadership
- Inclusive Leadership

Module 5 – Culture and Leadership

- The effects of gender and race on leadership
- The role of culture in effective leadership
- Ethics in Leadership
- Team Leadership

DEPARTMENTAL GUIDELINES

The class syllabus must contain all elements as described in the Syllabus Checklist. A class schedule must be provided to students that contains content covered (text chapters, topics, etc.) and tentative test dates (to include final date/time). The ability to practice, demonstrate, and apply diverse leadership approaches and styles should be completed through case analyses and projects.

Assessment needed for:

PO5: Identify the significance of key decisions in the operations management function and quality management/quality control methods.

PO8: Apply organizational behavior principles and human resources management practices to effectively develop, hire, and retain a skilled workforce.

DIVISION CHAIR APPROVAL

DATE