

# Business Administration

Course Number: **BUAD 370**

Course Title: **LEADERSHIP**

Credits: 3

Calendar Description: Learners will examine what leadership involves and its influence and relationship among leaders and followers. Theories, approaches, and models of leadership will be explored to analyze effectiveness in managing diverse, changing, and global environments. Students will assess their own potential for leadership through in-depth examination of concepts such as personality styles, emotional intelligence, and values.

Semester and Year: **WINTER 2022**

Prerequisite(s): BUAD 262 and minimum third-year standing

Corequisite(s): No

Prerequisite to: No

Final Exam: Yes

Hours per week: 3

Graduation Requirement: BBA, Management Specialty area – Required

Substitutable Courses: No

Transfer Credit: PMPC

Special Notes: No

Originally Developed: June 2012

EDCO Approval: May 2016

Chair's Approval:



**Professors**

Name	Phone number	Office	Email
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**Learning Outcomes**

Upon completion of this course students will be able to

- evaluate personal awareness through self- assessment tools, and apply this learning to team and group activities throughout the course.
- critique the effectiveness of relevant leadership theories using material presented.
- compare the differences between passive and active followership based on material provided.
- evaluate their own followership style in the context of class activities.
- discuss the challenges and opportunities of leading in less traditional roles, as demonstrated through industry leaders, case studies and interview assignment.
- appraise their personal methods of power and influence to motivate self and others, as illustrated through team activities and self-assessment.
- evaluate, through reflection of class materials and team assignments, the importance of respecting and optimizing diversity in your leadership approach.

**Course Objectives**

This course will cover the following content:

- Definitions of leadership
- Contingency theories of leadership
- Transformational, charismatic, courageous, moral and servant leadership
- Vision and strategic direction
- Emotional intelligence
- Personality assessment and instruments such as StrengthsFinder and Myers-Briggs Type Indicator ( MBTI)

## Notes

**\*To pass the course** students must obtain an overall passing average grade on their leadership plan and online open book exam (minimum of 25% of the 50% combined marks assigned to these two individual components of the course).

**\*\*Oral and written communication** is a critical component of all assignments and exams and as such, is an important criteria in the evaluation of all course work (must meet a minimum of third-year standing).

**\*\*There are two team assignments** in this course. The ideal group size is 3 members but they can range from 2-4 members, and students can choose their own groups. Your Professor will help facilitate the formation of these teams, and each group will be required to complete a Team Charter that will be used to assess their performance over the semester. Note: individual student's grades can be impacted (positively or negatively) as a result of these performance ratings by the group.

The Leadership course has been designed to assist in your development as a leader and follower. Since leadership and management are not mutually exclusive, the course material contains a blend of traditional and innovative approaches. These experiences are focused towards personal development and team effectiveness. The course materials (class text and reading list) have been selected for their professional discussions about leadership and management. These, along with assignments and exercises, will provide you with a number of leadership tools to assist with your understanding of the motives of leaders and managers, the relationships between leaders and followers, and will help you to examine leadership choices in a variety of situations. Selected videos, guest speakers and assignments will add other experiential dimensions to your leadership development.

### 1. Team Assignments (30% of grade)

Two formal assignments will be completed in teams. These include:

- a. **Interview of a Local Leader** which entails analysis and application of leadership theory from your text and course readings in a written report and discussion of findings in class (15%); and
- b. **Leadership Presentation** which involves the analysis and facilitated online discussion of a leadership topic and its key concepts. Can be a f2f or asynchronous presentation (15%).

**Notes (cont.)****3. Course Exam (25% of grade)**

A term exam which will test your understanding of theories and concepts from the course text, assigned readings, video or guest speaker presentations, as well as class discussions. This will be an online moodle exam, open book, and **will require access to a computer to write the exam in class**. See course schedule and professor for more details.

**4. Individual Leadership Plan**

## Course Schedule Mondays

Date		Topics & Deliverables	Materials
Dates:		<b>Bold</b> indicates a deliverable due	Ch = Bird text * = reading
Jan	10-14	<b>Overview of Course and Expectations</b> <b>Introduction to Leadership &amp; Emotional Intelligence</b>	Section 1: Chapters 1 & 2 (Bird, 2016)
Jan	17-21	<b>Understanding Emotional Intelligence</b> <b>Team Formation for Assignments</b>	Section 2: Chapters 3-5 (Bird, 2016) Goleman (2013)
Jan	24-28	<b>Leadership Theory: Servant &amp; Level V</b> <i>Leadership Interview Question Review</i>	*Gandolfi & Stone (2018) *Collins, Jim. (2001)
Jan Feb	31 – 4	<b>Developing Your Emotional Intelligence</b> <i>EQi assessment <u>must</u> be completed for class</i> Drew Bird – Guest Speaker	EQi Assessment See prof for instructions Section 3: Chapters 6-8 (Bird, 2016)
Feb	7 - 11	<b>Values-based Leadership</b> <b>Resiliency</b> Lunapads Case	Myrah & Sawatzky (2016) *Chima & Gutman (2020)
Feb	14-18	<b>Leadership through Personality</b> <i>Myers-Briggs Type Indicator <u>must</u> be completed for class.</i> <b>Interview of a Local Leader Assignment Due (Feb 18)</b>	MBTI Assessment See professor for assessment instructions
Feb	21-25	Family Day & Reading Break	No classes
Feb Mar	28 – 4	<b>Leadership through Strengths</b> StrengthsFinder <i>SF assessment <u>must</u> be completed for class</i>	StrengthsFinder Assessment

## **SKILLS ACROSS THE BUSINESS CURRICULUM**

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The Okanagan School of Business promotes core skills across the curriculum. These skills include reading, written and oral