

Course Outline

Course number and title: IU 170 President's Leadership Program: A Call to Lead I

Credits: 2 (1-0-1)

Term to be offered: Fall

Prerequisites:

- Written permission by Instructor

Course Description:

Survey the fundamentals of leadership theories and skills

Instructors:

Glenn DeGuzman, M.S.

Assistant Director of Campus Activities for Leadership and Diversity Programs

Alexis Kanda-Olmstead M.S.

Assistant Director, University Honors Program

Selected Readings From:

Covey, S. (1990). Seven Habits of Highly Effective People. New York, NY: Simon & Schuster.

Komives, S. R., Lucas, N., & McMahon, T. R. (1998.) Exploring Leadership: For College Students Who Want to Make a Difference. San Francisco, CA: Jossey-Bass, Inc.

Kouzes, J. M. & Posner, B. Z. (1991.) The Leadership Challenge. San Francisco, CA: Jossey-Bass, Inc.

Kroeger, O. & Thuesen, J. M. (1988). Type Talk: The 16 Personality Types that Determine How We Live, Love, and Work. New York, NY: Dell Publishing.

Spears, L. C., (Ed.). (1997). Insights on Leadership. Indianapolis, IN: John Wiley & Sons.

Course Objectives:

Students will be able to:

- Explain basic knowledge of fundamental leadership theories such as Great Man, Trait, Situational, Servant-Leadership, Followership, and Social Change.
- Explain the history, context, and evolution of leadership theory.
- Demonstrate beginning competency level in conflict resolution, group dynamics, ethics, empowering others, and goal setting.
- Construct a personal mission statement and leadership philosophy.
- Articulate the importance of civic responsibility and service.

Course Topics/Weekly Schedule

Week 1: Class Overview

- Review Fall semester course goals and syllabus
- Establish Class Contract
- Brainstorm definitions of “leadership.”

Assignment Due:

Read Exploring Leadership, Ch. 1, “The Changing Nature of Leadership,” pgs. 34 - 64.

Week 2: Overview of Leadership Theories

- Review industrial and postindustrial leadership paradigms from Exploring Leadership reading.

Assignment Due:

Read The Leadership Challenge, Ch. 1, “When Leaders Are at Their Best: Five practices and ten commitments,” pg. 3-14.

Week 3: Industrial Leadership Theories (1900-1970)

- Great Man Leadership Theory
- Trait Theory of Leadership
- Behavioral Theory of Leadership
- Situational Leadership
- Influence Leadership Theory
- Review five practices and ten commitments from The Leadership Challenge reading.

Assignment Due:

Three-page reaction paper: Which of the five practices and ten commitments of leadership do you incorporate into your leadership? Please give one example. Which do you not incorporate? Please give one example.

Week 4: Postindustrial Leadership Theories (1970-present)

- Transformational Leadership Theory
- Servant-Leadership Theory
- Followership Theory
- Social Change Leadership Theories

Assignment Due:

- 1) Study for Quiz 1.
- 2) Read Seven Habits of Highly Effective People, Part I, “Paradigms and Principles,” pgs. 13-62.

UNIT TWO: EXPLORING THE SELF AS LEADER

Week 5: Values and Leadership

- Quiz 1
- Values clarification exercise
- Discussion of personal values as they relate to personal and professional leadership
- Review *Mission Statement* worksheet.

Assignment Due:

- 1) Read Seven Habits of Highly Effective People, Part II, “Private Victory,” pg., 63-94.
- 2) Develop *Mission Statement* and bring to next class.

Week 6: Personal Leadership Philosophy

- Using *Mission Statement*
- Design personal leadership philosophy
- Application of personal leadership philosophy to case studies

Assignment Due:

- 1) Read Seven Habits of Highly Effective People, Part II, “Private Victory,” pg., 94-182.
- 2) Finalize leadership philosophy and bring to next class.

Week 7: Leadership Philosophy and Practice

- Discuss principles of personal management from Seven Habits reading
- Introduce Myers-Briggs Type Indicator (MBTI).

Assignment Due:

- 1) Read Type Talk, Ch. 1-2, “Name-calling” and “What’s Your Type?” pg. 4-22.
- 2) Take MBTI at University Testing Services.

Week 8: Personality Type and Leadership

- Guest lecture and discussion about MBTI results as they relate to leadership.

Assignment Due:

- 1) Three-page reaction paper: How does your MBTI influence your leadership? Give two examples.
- 2) Read Type Talk, Ch. 6, “Typewatching from 9 to 5,” pg. 75-122.

UNIT THREE: UNDERSTANDING LEADERSHIP AND GROUPS

Week 9: Personality Type and Group Behavior

- Analyze ropes course experiences using MBTI.
- Review and discuss Type Talk reading.

Assignment Due:

- 1) Study for Quiz 2.
- 2) Read Exploring Leadership, Ch. 6, “Interacting in Teams and Groups,” pg. 165-194.

Week 10: Group Process Theory and the Leader

- Quiz 2.
- Group Process Theory
- Explore concept of “follower.”
- Introduce social change project and place students in their small groups.

Assignment Due:

Read Insights on Leadership, Ch. 1, “Servant-Leadership” and Ch. 14, “Followership in a Leadership World.”

Week 11: Followership and Servant-Leadership

- Followership theory
- Compare and contrast with Servant-Leadership theory with Followership theory.
- Small group work to identify social issues impacting Fort Collins.

Assignment Due:

- 1) Read Seven Habits of Highly Effective People, Part III, “Public Victory,” pg., 183-234.

- 2) Three-page reaction paper: In the past, what role have you played in groups and how effective have you been in this role? To be more effective in the future, what knowledge, skills, and abilities do you wish to develop further?
- 3) Small groups select social issue to address with service-learning project.

Week 12: Small Group Simulation

- “Tower Test” simulation and group processing
- Discuss Seven Habits reading.

Assignment Due:

- 1) Read Seven Habits of Highly Effective People, Part III, “Public Victory,” pg. 235-284.
- 2) Begin research on social issue.

UNIT FOUR: LEADING SOCIAL CHANGE IN THE COMMUNITY

Week 13: Social Change Model of Leadership

- Review Social Change Model of Leadership.
- Discuss Seven Habits reading.

Assignment Due:

Create outline for social change project to bring to next class and continue work on social change project.

Week 14: Social Change Project Planning

- Share ideas for social change project.
- Guest lecture to review concept of service-learning.

Assignment:

Complete social change project presentation and papers.

Week 15: Social Change Project Presentations

- Small group presentations on social change project.

Assignment:

Take-home exam due the week of finals.

Week 16/Finals Week:

One-on-one assessment meetings.

Instructional Methodology:

The class will meet weekly for two hours during which a combination of dialogue, experiential activities, mini lectures, small group activities, and classroom presentations will take place.

Mode of Delivery:

- Lecture
- Large and small group discussions
- Case study
- Large group project

Method of Evaluation:

Students will be evaluated based on the following assignments:

1. Participation (60 points)

Will be graded on active participation in class including asking probing questions, contributing to discussions, responsible attendance, meeting assignment deadlines, participating in class activities, arriving on time considering concepts and ideas from different perspectives, and helping to create an inclusive and respectful class environment. The final grade will include credit for participation. Participation is sometimes contingent upon attendance – you have to be in class to do the assignment to receive the credit/points.

2. 3 Reaction Papers (10 points each, 30 points total)

3. Quizzes (10 points each, 30 points total)

4. Mission Statement (30 points)

5. Leadership Philosophy (30 points)

6. Social Change Project (110 points)

7. Take-home Exam (60 points)

Grading Policy:

All assignments are due on the dates specified. Students are expected to read, summarize and reflect upon assigned readings prior to class so they can actively participate in all class discussions and activities.

Grading Scale:

A = 315 points or higher (90-100%)

B = 280 to 314 points (80-89%)

C = 245 to 279 points (70-79%)

D = 210 to 244 points (60-69%)

F = below 209 points