

Course Outline

Course number and title: IU 373 Leadership Techniques for Greeks

Credits: 2 (1-0-1)

Term to be offered: Fall and Spring

Prerequisites: None

Course Description:

Provide the critical element of analytical and intellectual examination and reflection of certain core issues in the practice of leadership.

Instructor: Mark P. Koepsell, M.S.

Text:

Warren Bennis, Joan Goldsmith (1997). *Learning to Lead: A Workbook on Becoming a Leader*. Addison-Wesley Pub Co.

Additional Class Material:

Articles presenting current thoughts, opinions, and issues pertaining to Greek Life in the United States will be used to supplement the text for this class. They will be available as handouts throughout the semester. The readings will be chosen from the attached Bibliography.

Course Objectives:

Students will be able to:

1. understand and articulate some of the contemporary definitions of leadership.
2. understand selected historical and contemporary models of leadership, and how individual styles compare to such models.
3. exhibit an understanding of the responsibilities and privileges of leadership, including moral and ethical decisions and the use of authority and power.
4. understand the context of leadership, mostly central to which is the relationship between the individual and the group.
5. apply the foundational areas of leadership to practical and real-life situations within the immediate university environment.
6. describe their own leadership style, preferences, and tendencies.
7. recognize the critical elements of leadership and use them to the benefit of the student, the chapter, and the institution.
8. recognize their role and the role of others within an organizational leadership model.
9. understand the various methods of how to manage conflict, build consensus, and communicate effectively - orally and in writing.

10. exhibit an ability to lead groups and individuals in the development and implementation of long or short range goals. Emphasis given to developing a vision and leading change.
11. articulate and exemplify the founding principles of Greek Life, with a firm foundation for application of those principles within their chapter and the CSU Greek community as a whole.

Course Topics/Weekly Schedule:

Week #1: Introduction, Teambuilding and Values Clarification

- Overview of course syllabus
- What are values and where do they come from
- Individual values clarification
- Identification of organizational values
- Discussion of values alignment/congruence or incongruence
- Introduction of Integrity

Week #2: History of Greek Life

- Overview of Ancient Fraternal Organizations (Egyptian Mysticism, Ancient Greek Mysteries, Trade Guilds of the Middle Ages, Secret Societies, Literary Societies)
- Higher Education in early America
- The beginning of student organizations
- Land Grant institutions
- Three eras of Fraternities in America
- Women in Higher Education
- The birth of Sororities
- Historical overview of Fraternities and Sororities at Colorado State University
- CSU Organizational Overview

Week #3: Community Outreach/Scholarship

- Community Outreach vs. Philanthropy
- The value of service learning
- Incorporating community outreach in organizational outcomes
- How to build a successful scholarship program
- Individual academic success strategies

Week #4: Vision and Goal Setting for Leaders

- What are goals
- What are stretch goals
- Effective goal setting techniques and strategies

- What is a vision
- Organizational vision vs. individual vision
- Vision development/how to write a vision
- Inspire a shared vision
- Concepts of strategic planning

Week #5: Communication and Motivation Skills for Leaders

- Examine and identify individual communication styles
- Interpersonal, small group, and organizational communication
- Motivational techniques for organizations
- Encourage the Heart
- Conflict resolution techniques
- Use communication style inventories to demonstrate

Week #6: Personal Leadership Style and Self Awareness

- Examine responsibilities of a leader
- Examine activities of a leader
- Leaders as servants
- Classical leadership theories
- Kouzes & Posner approach to leadership
- Use leadership analysis inventories to demonstrate

Week #7: Leadership Theory of Synergy

- What is synergy
- Individual vs. organizational outcomes
- Organizational vs. community outcomes
- Examine team problem solving
- Use simulation to demonstrate

Week #8: Leaders in the Local Community

- Leading in a community
- Entire class simulation to pull together concepts of synergy, leadership, and communication.

Week # 9: Leaders in the Global Community

- Mattering vs. marginality
- Power in leadership and power as corruption
- Diversity and inclusive environments
- Use simulation to demonstrate

Week #10: Leadership & Ethics

- What are ethics
- Ethical Leadership
- Ethics vs. values vs. morality
- Ethics and Integrity
- Ethics case studies

Week #11: Leadership, Ritual & Oath

- The history of ritual
- Common components of a ritual
- The significance of an oath
- Integrity, ritual, and oaths
- Greek leaders vs. general campus leaders ... the responsibilities and the challenges

Week #12: Leading Change

- How does change impact people
- Change theories
- Embracing change
- Creating change initiatives
- Effective communication of change initiatives

Week #13: Debates

- Current Issues in Greek Life Team Debates

Week #14 Putting It All Together

- Synthesis of course material...connecting the dots
- Keeping the message going
- Communicating the message to our publics
- Telling vs. Selling vs. Sharing

Week #15 Action Plan Presentations

- Presentation of Action Plan to Class

Week #16 Action Plan Presentations & Course Evaluations

- Presentation of Action Plan to class
- Course Evaluation

Instructional Methodology:

The class will meet weekly for two hours during a combination of dialogue, case studies, mini-lectures, small group activities, classroom presentations, and exercises.

Mode of Delivery:

- Lecture
- Large and small group presentations
- Simulations
- Inventories
- Case Study
- Presentations

Method of Evaluation:

Students will be evaluated on the following assignments:

Assignment 1: Personal Mission Statement (10 points)

A worksheet will be provided to complete this exercise.

Assignment 2 Reaction Papers (6 total) (10 points each = 60 total)

A note about all reaction papers:

Reaction papers will give the student an opportunity to reflect and respond to the readings assigned for class chosen from the attached bibliography. Reaction papers may require minimal research or background work. Papers will be graded on evidence of high-leveled thinking and critical reflection. Papers should be two pages in length, double-spaced, 1 inch margins, Times New Roman 12 point font.

Assignment 3 Pop Quizzes (3 total) (10 points each = 30 total)

These quizzes will measure comprehension of and knowledge of the materials presented in the text book readings.

Assignment 3 Community Outreach (50 points)

Each student will participate in 10 hours of community outreach at the agency of their own choice (please note: all projects need to be approved by the instructor PRIOR to the project being started). Documentation should include a signed form from the site administrator verifying participation of each student.

Assignment 4 Action Plan Proposal (10 points)

This one page proposal will include the focus and rationale of your action plan as well as your completed vision statement for your plan.

Assignment 5 Leadership Credo (10 points)

In class assignment will be provided so that a credo may be left to your organization.

Assignment 7 Action Plan Research Paper (50 points)

A complete Research Paper of the stated problem to be analyzed in the Action Plan should be completed. The review should be approximately five pages, double spaced, and typed. A bibliography should be attached to the end.

Assignment 9 Debate Team (30 points)

Debate Teams will consist of two people on each team. Teams will represent a pro or a con side (as assigned) to specific topics related to current issues affecting Greek Life and Higher Education in America. Debates should show knowledge of the topic and teams should turn in a bibliography of the resources utilized to prepare themselves for the debate.

Assignment 11 Action Plan (50 points)

The action plan will be the student's opportunity to synthesize all of the information covered in the class and become a leader. This action plan will need to include the proposed problem statement, the literature review of the problem, and a proposed "plan of attack" about how this problem may be effectively tackled on the Colorado State University Campus. This Action Plan will need to be very detailed and able to be implemented...not a hypothetical situation. It should include goals, a timeline, a budget, public relations (advertising, press releases, etc), volunteer sources, and any other details so that the average reader could follow the plan like a recipe for implementation from beginning to end.

Grading Policy:

All assignments are due on the specific date posted. Failure to meet these specific deadlines will result in a reduction in points a student receives for an assignment (10% per week). Furthermore, students must inform the instructor if they will be unable to meet any of the assignment deadlines.

Grading Scale:

A (90-100%) 270-300 points: Excellent work and evidence of achieving each of the learning objectives at an expert level.

B (80-89%) 240-269 points: Good work and evidence of achieving each of the learning objectives at a mastery level.

C (70-79%) 210-239 points: Average work and evidence of achieving each of the learning objectives at a modest level.

D (60-69%) 180-209 points: Poor work and little or no evidence of achieving each of the learning objectives.

F (59% and below) 0-179 points: Unacceptable work and no evidence of achieving each of the learning objectives.

Policy on Incomplete Assignments:

If a student fails to meet any or all of his/her assignment responsibility, an incomplete **WILL NOT** be issued. Rather, the points for all completed assignments will be calculated and the corresponding grade will be issued. Assignments can not be made up once the semester is completed.