

## MNGT401: Seminar in Leadership I: Fundamentals

College of Graduate and Continuing Studies, Norwich University

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### Course Description

This course focuses on differentiating the conceptual and theoretical aspects and models of leadership and leadership studies. The fundamentals of leadership are taught within the context of present and past leaders, with an emphasis on how to practice these fundamentals in an ethical manner. (6 credits)

### Learning Outcomes

Upon the completion of this seminar, students will be able to:

- Evaluate the variety of fundamental leadership theories.
- Analyze leadership theories of present and past leaders.
- Identify and describe leadership styles and personality traits that have a positive or negative impact on a firm.
- Explain the importance of ethical leadership and its impact on a firm's overall success.
- Explore and assess methods for leaders to improve their capabilities and effectiveness in a firm.

### Weekly Outline

Every week has a prescribed checklist of activities required to successfully complete the lesson. Follow this checklist, in the specified order, to complete each lesson.

Week	Topic	Requirements
Week 01	The Meaning of Leadership	Discussion
Week 02	Developing Your Leadership Skills	Discussion and Homework #1
Week 03	Leadership Power, Traits and Contingency Theories	Discussion and Paper #1
Week 04	Ethical Leadership and Behavior	Discussion and Homework #2
Week 05	Ethical and Resilient Leadership	Discuss and Paper #2
Week 06	Followership Models and Developing Followers	Discussion and Homework #3
Week 07	Transformational and Transactional Leadership	Discussion and Homework #4
Week 08	Exemplary Leadership	Discussion and Final Paper

### Required Textbooks

The textbook for this course is:

- Hughes, R., Ginnett, R., & Curphy, G. (2015). *Leadership: Enhancing the Lessons of Experience*, 8th Edition. New York: McGraw-Hill/Irwin

See **Required Reading** list for additional seminar readings.

## Grades

<b>Graded Assessment Types</b>	<b>Points</b>	<b>Weights (%)</b>
Group Discussions (8 at 30 points each)	240	24%
Homework (4 at 100 points each)	400	40%
Papers (2 at 100 points each)	200	20%
Final Paper - Research & Analysis (Article Critique)	160	16%
<b>Course Total</b>	<b>1000</b>	<b>100%</b>

Letter grades for the course will be based on the following grading scale:

<b>Letter Grade</b>	<b>Percentage</b>	<b>Grade Point</b>
A	93-100%	4.0
A -	90-92.9%	3.7
B +	87-89.9%	3.3
B	83-86.9%	3.0
B -	80-82.9%	2.7
C +	77-79.9%	2.3
C	75-76.9%	2.0
C -	73-74.9%	1.7
D +	70-72.9%	1.3
D	67-69.9%	1.0
D-	63-66.9%	0.7
F	0-62.9%	0.0

For complete information on the Grading Policy, please refer to the [CGCS Online Catalog](#).

## Instructional Strategies

A variety of written assignments as well as asynchronous online discussions, in collaboration with other students, and in consultation with the instructor make up the initial instructional strategies for the leadership course.

## Discussion Groups

There are **online Discussions** in each of the eight (8) weeks of the seminar, worth 240 points total and includes the online class introduction. The weekly online discussions allow students to interact around the readings and

assignments. The clarity, thoughtfulness, and relevance of the student's contributions, as well as the student's responsiveness to their colleagues, is as important as the quantity of the student's contributions.

Students should understand that the discussion area is the heart of our student-centric classroom. The quantity, and quality of discussion post and the expected academic rigor are defined in the rubric. Student-to-student interaction carefully facilitated by the instructor will result in numerous learning opportunities. The rubric will define the differences between the online discussions and conventional forums.

The online discussions are academic in nature. Please ensure you understand the difference between the online discussions and the chat room.

Before submitting your first discussion post, please review the [Grading Guidelines and Rubrics](#) more information about what is expected in regard to discussion postings and online etiquette.

### [Assignments Overview](#)

There are three papers due at various points during the seminar (see the actual assignment for complete details):

There are two writing assignment papers are due at the end of weeks 3 and 5. They will provide the student with the opportunity to build their knowledge of leadership theories and how they apply to real-world situations. The papers require a title page (not included in page count) and students are required to use APA format.

The third paper is the **Final Paper - Research & Analysis (Article Critique)** and includes an article overview, analysis, research limitations, and personal reflection. Students are required to include complete APA reference citations.

### [Late Work](#)

Failure to submit papers on time will result in a penalty. This penalty can be up to 5% of the maximum final grade point value of the paper per day for each day late (for example if a paper's max value is 400 points, at most 20 points can be taken off each day it is late). The instructor does not have to impose the maximum. However, a penalty will be imposed unless the student has an excuse approved by the instructor. Unless arrangements have been made beforehand, it is expected that papers will be submitted on or before the due date.

### [Academic Honesty and the Norwich University Honor Code](#)

A student must submit work that represents the student's own original analysis and writing. Copying another's work is not appropriate. If the student relies on the research or writing of others, the student must cite those sources. Words or ideas that require citations include, but are not limited to all hardcopy or electronic publications, whether copyrighted or not, and all verbal or visual communication when the content of such communication clearly originates from an identifiable source. While students are encouraged to seek editing feedback, extensive revisions of one's work by another person is considered a lack of academic honesty, as it is representing another student's work as one's own.

For more information see:

[Academic Dishonesty](#)

[Academic Integrity](#)

[Norwich University Honor Code](#)

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### **[Section 504 of the Rehabilitation Act of 1973/ADA](#)**

Please consult [Appendix H: University Policy - Section 504 of the Rehabilitation Act of 1973/Americans with Disabilities Act \(ADA\)](#) for instructions on obtaining an accommodation.

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Disclaimer: Please note the specifics of this Course Syllabus are subject to change. Students are responsible for abiding by any such changes. Your instructor will notify you of any changes.

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