



Course Syllabus

Course Title: Leadership Strengths and Skills

Term and Year: Fall 2023

Course and Section Number: LDR 203

Time and Place: Online, Asynchronous

Number of Credit Hours: 3

Instructor: TBD

Office Location/Hours: TBD

Office Phone: TBD

Email: TBD

Course Description:

Throughout this course, students will use strength-based approaches to develop their leadership skills. Utilizing assessments, students will reflect on their personal leadership strengths and use these to develop problem-solving, goal achievement, effective communication, and team management skills. Additionally, students will identify essential leadership principles and theories needed to lead groups and organizations.

Learning Outcomes: Upon completion of this course, the student should be able to:

1. Analyze the impact that personal ethics has on leadership.
2. Develop a personal leadership philosophy to guide future leadership practices.
3. Apply leadership skills to group dynamics, communication, and decision making.
4. Identify personal leadership strengths, weaknesses, opportunities, and threats (SWOT).

Prerequisites: None

Required Text: All Required Resources are in the course.

References:

Other Materials:

Course Requirements:

Attendance/Participation: All students are expected to log in to their courses regularly throughout the week to receive instruction, materials, and updates from the instructor. It is your responsibility to check in and submit your assignments, complete your discussion board postings, and finish quizzes and exams by the due dates.

If you do not participate in the course, you will be counted absent. Simply logging in is not enough; you must submit/complete an assignment, post to a discussion board, or other similar assignment tasks to avoid being counted absent. Instructors are required to submit attendance the Monday following each week of class.

This attendance is reported to the Financial Aid Department and may result in the loss of any financial aid refund you are expecting if you have not been participating in your courses. **In addition,**

you will be administratively dropped from the course if you are reported absent a total of three weeks.

Grading/Evaluation:

The undergraduate course grading scale is as follows:

90-100% A	75-79% C+	60-64% D
85-89% B+	70-74% C	59% and below F
80-84% B	65-69% D+	

The composition of course assignments is delineated below with a [weighted mean](#). The assignments within each category will be equally weighted:

Category	Weight
<i>Discussion Forums</i> (10 Discussion Forums)	25%
<i>Quizzes</i> (2 Quizzes)	10%
<i>Written Assignments</i> (8 Written Assignments)	45%
<i>Final Assignment</i> (1 Final Assignment)	20%
Total	100%

Rubrics:

The discussion forums, written assignments, and final assignment submissions will all be evaluated by rubrics provided within the course and/or assignment description.

Other Policies:

Academic Misconduct:

The University prohibits all forms of academic misconduct. Academic misconduct refers to dishonesty in examinations (cheating), presenting the ideas or the writing of someone else as one's own (plagiarism) or knowingly furnishing false information to the University by forgery, alteration, or misuse of University documents, records, or identification. Academic dishonesty includes, but is not limited to, the following examples: permitting another student to plagiarize or cheat from one's own work, submitting an academic exercise (written work, printing, design, computer program) that has been prepared totally or in part by another, acquiring improper knowledge of the contents of an exam, using unauthorized material during an exam, submitting the same paper in two different courses without knowledge and consent of professors, or submitting a forged grade change slip or computer tampering. The faculty member has the authority to grant a failing grade in cases of academic misconduct as well as referring the case to Student Life.

Plagiarism:

You are expected to submit your own work and to identify any portion of work that has been borrowed from others in any form. An ignorant act of plagiarism on final versions and minor projects, such as attributing or citing inadequately, will be considered a failure to master an essential course skill and will result in an F for that assignment. A deliberate act of plagiarism, such as having someone else do your work, or submitting someone else's work as your own

(e.g., from the Internet, fraternity file, etc., including homework and in-class exercises), will at least result in an F for that assignment and could result in an F for the course.

Electronic Devices:

Use of electronic devices including smart watches and cell phones is prohibited during exams or quizzes unless directly allowed by the instructor.

Additional Information:

Course Mapping:

Week and Title	Weekly Learning Outcome Alignment	Learning Activities and Materials (LO alignment)	Assessments (LO alignment)
Week One: Managers & Leadership	<p>Analyze the impact that personal ethics has on leadership (LO1)</p> <p>Develop a personal leadership philosophy to guide future leadership practices (LO2)</p> <p>Apply leadership skills to group dynamics, communication, and decision making (LO3)</p> <p>Identify personal leadership strengths, weaknesses, opportunities, and threats (SWOT) (LO4)</p>	<p>Read:</p> <ol style="list-style-type: none"> Who Are Managers? via Remix (LO2) Leadership, Entrepreneurship, and Strategy via Remix (LO1)(LO2) Planning, Organizing, Leading, and Controlling via Remix (LO2) Leading People and Organizations via Remix (LO1)(LO2)(LO3) Who is a Leader? Trait Approaches to Leadership via Remix (LO1)(LO2) What is the Role of the Context? Contingency Approaches to Leadership via Remix (LO2)(LO3) 	<p>Participate:</p> <ol style="list-style-type: none"> Introduction Discussion Forum Module 1 Discussion Forum (LO4) Leadership Legacy Assessment (LO2)(LO4) Check Your Understanding via H5P Reading Remixes (LO1)(LO2)(LO3)(LO4) <p>Assignment:</p> <ol style="list-style-type: none"> Leadership Assessment & Skills Analysis

		<p>7. Contemporary Approaches to Leadership via Remix (LO2)</p> <p>8. Developing Your Leadership Skills via Remix (LO1)(LO2)(LO3)(LO4)</p> <p>Watch:</p> <p>1. Roselinde Torre's - What it Takes to be a Great Leader (LO1)(LO2)</p>	
<p>Week Two: Globalization , History, & Leadership Ethics</p>	<p>Analyze the impact that personal ethics has on leadership (LO1)</p> <p>Develop a personal leadership philosophy to guide future leadership practices (LO2)</p> <p>Identify personal leadership strengths, weaknesses, opportunities , and threats (SWOT) (LO4)</p>	<p>Read: History, Globalization, and Values-Based Leadership via Remix 1. History: Management Through the 1990s via Remix 2. Global Trends of Management via Remix 3. Globalization and Principles of Management via Remix 4. Developing Your Values-Based Leadership Skills via Remix (LO1)(LO2)</p> <p>Watch :</p> <p>1. Global Trends of Management via Remix (LO1)(LO2)</p>	<p>Participate:</p> <p>1. Module 2 Discussion Forum (LO1)(LO2)</p> <p>2. Check Your Understanding via H5P Reading Remixes (LO1)(LO2)(LO4)</p> <p>3. Feedback Check-in Activity (LO1)(LO2)(LO4)</p> <p>Assignment:</p> <p>1. Case Study Analysis #1 (LO1)(LO2)(LO4)</p>

		<p>(LO1)(LO2)(LO4)</p> <p><u>Evolution of Leadership by Siegfried W. Andersen</u> (LO1)(LO2)(LO4)</p>	
<p>Week Three: Personality, Attitudes, & Work Behaviors</p>	<p>Analyze the impact that personal ethics has on leadership (LO1)</p> <p>Develop a personal leadership philosophy to guide future leadership practices (LO2)</p>	<p>Read: <u>Personality and Values</u> via Remix</p> <p>1. (LO1)(LO2)</p> <p>3. <u>Perception</u> via Remix</p> <p>4. (LO1)(LO2)</p> <p><u>Work Attitudes</u> via Remix</p> <p>(LO1)(LO2) <u>The Interactionist Perspective: The Role of Fit</u> via Remix</p> <p>(LO1)(LO2)</p>	<p>Participate:</p> <p>1. Module 3 Discussion Forum (LO1)(LO2)</p> <p>Assignment:</p> <p>1. Quiz: Modules 1-3 (LO1)(LO2)(LO3)(LO4)</p>

	<p>Apply leadership skills to group dynamics, communication, and decision making (LO3)</p> <p>Identify personal leadership strengths, weaknesses, opportunities, and threats (SWOT) (LO4)</p>	<p>5. <u>What Do Leaders Do? Behavioral Approaches to Leadership</u> via Remix (LO2)(LO3)</p> <p>6. <u>Work Behaviors</u> via Remix (LO1)(LO2)(LO3)</p> <p>7. <u>Developing Your Positive Attitude Skills</u> via Remix (LO2)(LO4)</p> <p>8. <u>Performance of Individuals and Groups</u> via Remix (LO1)(LO3)</p> <p>Watch:</p> <p>1. <u>Simon Sinek's - How to Discover Your "Why" in Difficult Times</u> (LO1)(LO2)(LO4)</p>	<p>2. Reflection Written Assignment (LO1)(LO2)(LO3)(LO4)</p>
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<p>Week Four: Developing a Mission, Vision, & Values</p>	<p>Analyze the impact that personal ethics has on leadership (LO1)</p> <p>Develop a personal leadership philosophy to guide future leadership practices (LO2)</p> <p>Apply leadership skills to group dynamics, communication, and decision making (LO3)</p> <p>Identify personal leadership strengths, weaknesses, opportunities, and threats (SWOT) (LO4)</p>	<p>Read: Developing Mission, Vision, and Values via Remix (LO1)(LO2)</p> <p>The Roles of Mission, Vision, and Values via Remix (LO1)(LO2)</p> <p>Mission and Vision in the P-O-L-C Framework via Remix (LO1)(LO2)</p> <p>Creativity and Passion via Remix (LO1)(LO2)(LO3)(LO4)</p> <p>Stakeholders via Remix (LO2)(LO3)</p> <p>Crafting Mission and Vision Statements via Remix (LO2)(LO4)</p> <p>Developing Your Personal Mission and Vision via Remix (LO2)(LO4)</p> <p>Radical Focus with Christina Wodtke (LO1)(LO2)(LO3)</p>	<p>Participate:</p> <ol style="list-style-type: none"> Module 4 Discussion Forum (LO2)(LO4) Check Your Understanding via H5P Reading Remixes (LO1)(LO2)(LO3)(LO4) Mission Statement Poll (LO1)(LO2) <p>Assignments:</p> <ol style="list-style-type: none"> Personal Mission, Vision, and Values Assignment (LO1)(LO2)(LO4) Current/Former Company Research - Mission, Vision, and Values Statement (LO1)(LO2)(LO3)
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<p>Week Five: Goals & Objectives</p>	<p>Develop a personal leadership philosophy to guide future leadership practices (LO2)</p> <p>Apply leadership skills to group dynamics, communication</p>	<p>Read: Goals and Objectives via Remix (LO2)(LO3)(LO4)</p> <p>The Nature of Goals and Objectives via Remix (LO2)(LO3)</p> <p>From Management by Objectives to the Balanced Scorecard via Remix</p>	<p>Participate:</p> <ol style="list-style-type: none"> Module 5 Discussion Forum (LO2)(LO3)(LO4) Check Your Understanding via H5P Reading Remixes (LO2)(LO3)(LO4) Feedback Check-in Activity (LO2)(LO3)(LO4)
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	<p>, and decision making (LO3)</p> <p>Identify personal leadership strengths, weaknesses, opportunities, and threats (SWOT) (LO4)</p>	<p>7. (LO2)(LO3) Characteristics of Effective Goals and Objectives via Remix (LO3)</p> <p>8. Using Goals and Objectives in Employee Performance Evaluation via Remix (LO3)</p> <p>9. Integrating Goals and Objectives with Corporate Social Responsibility via Remix (LO3)</p> <p>10. Your Personal Balanced Scorecard via Remix (LO2)(LO4)</p> <p>11. Decision Making Understanding Decision Making via Remix (LO3)</p> <p>12. Faulty Decision Making via Remix (LO3)</p> <p>13. Decision Making in Groups via Remix (LO3)</p> <p>14. Developing Your Personal Decision Making Skills via Remix (LO2)(LO3)(LO4)</p> <p>John Doerr's - Why the Secret to Success is Setting the Right Goals (LO2)(LO3)(LO4)</p>	<p>Assignment:</p> <ol style="list-style-type: none"> 1. SMART Goals Quiz (LO2)(LO3) 2. Case Study Analysis #2 (LO2)(LO3)(LO4)
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Week Six: Communication & Social Networking	Analyze the impact that personal ethics has on leadership (LO1) Develop a personal leadership philosophy to guide future leadership practices (LO2)	Read: 1. Social Networks 2. via Remix (LO3) Case in Point: 3. Networking Powers Relationships via Remix (LO1)(LO2)(LO3)(LO4) An Introduction to the Lexicon of Social Networks via Remix (LO3)	Participate: 1. Module 6 Discussion Forum (LO1)(LO2)(LO3)(LO4) Assignments:
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	Apply leadership skills to group dynamics, communication, and decision making (LO3) Identify personal leadership strengths, weaknesses, opportunities, and threats (SWOT) (LO4)	4. How Managers Can Use Social Networks to Create Value via Remix (LO2)(LO3) 5. Ethical Considerations With Social Network Analysis via Remix (LO1)(LO2)(LO3)(LO4) 6. Personal, Operational, and Strategic Networks via Remix (LO1)(LO2)(LO3)(LO4) 7. Mapping and Your Own Social Network via Remix (LO1)(LO2)(LO3)(LO4) 8. Communication in Organizations via Remix (LO3) 9. Case in Point: Edward Jones Communicates Caring via Remix	1. Case Study Analysis #3 (LO2)(LO3)(LO4) 2. Word Cloud 'Leadership Qualities' Submission (LO1)(LO2)(LO3)(LO4)
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		<p>(LO1)(LO2)(LO3)</p> <p>10. Understanding Communication via Remix (LO3)</p> <p>11. Communication Barriers via Remix (LO2)(LO3)</p> <p>12. Different Types of Communication via Remix (LO3)</p> <p>13. Communication Channels via Remix (LO3)</p> <p>14. Developing Your Personal Communication Skills via Remix (LO2)(LO3)(LO4)</p> <p>Listen:</p> <p>1. Building Your Personal Brand (with Rory Vaden) (LO1)(LO2)(LO3)</p>	
<p>Week Seven: Organizational Structure, Culture, & Change</p>	<p>Develop a personal leadership philosophy to guide future leadership practices (LO2)</p> <p>Apply leadership skills to group dynamics, communication, and decision making (LO3)</p> <p>Identify personal leadership strengths,</p>	<p>Read: Organizational Structure and Change via Remix (LO3)</p> <p>1. Organizational Structure via Remix (LO3)</p> <p>2. Contemporary Forms of Organizational Structure via Remix (LO3)</p> <p>3. Organizational Change via Remix (LO3)</p> <p>4. Planning and Executing Change Effectively via Remix (LO2)(LO3)</p> <p>5. Building Your Change Management</p>	<p>Participate:</p> <p>1. Module 7 Discussion Forum 1 (LO2)(LO3)(LO4)</p> <p>2. Module 7 Discussion Forum 2 (LO2)(LO3)(LO4)</p> <p>3. Check Your Understanding via H5P Reading Remixes (LO2)(LO3)(LO4)</p>

	weaknesses, opportunities, and threats (SWOT) (LO4)	Skills via Remix (LO2)(LO3)(LO4) Organizational Culture via Remix (LO3)	
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		<p>8. Understanding Organizational Culture via Remix (LO3)</p> <p>9. Measuring Organizational Culture via Remix (LO3)</p> <p>10. Creating and Maintaining Organizational Culture via Remix (LO2)(LO3)</p> <p>11. Creating Culture Change via Remix (LO2)(LO3)</p> <p>12. Developing Your Personal Skills: Learning to Fit In via Remix (LO2)(LO3)(LO4)</p> <p>Watch:</p> <p>1. Types of Organizational Culture (LO2)(LO3)(LO4)</p>	<p>Assignments:</p> <p>1. Organizational Culture Analysis <i>OR</i> Improve Your Current Organizational Structure Assignment (LO2)(LO3)</p>
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<p>Week Eight: Managing & Motivating Teams</p>	<p>Analyze the impact that personal ethics has on leadership (LO1)</p> <p>Develop a personal leadership philosophy to guide future leadership practices (LO2)</p> <p>Apply leadership skills to group dynamics, communication, and decision making (LO3)</p> <p>Identify personal leadership strengths, weaknesses, opportunities, and threats (SWOT) (LO4)</p>	<p>Read: Managing Groups and Teams via Remix • (LO2)(LO3) Group Dynamics</p> <p>2 via Remix (LO3) • Understanding Team Design • Characteristics</p> <p>4 via Remix (LO3) • Organizing Effective Teams</p> <p>5 via Remix • (LO3) Barriers to Effective Teams</p> <p>6 via Remix • (LO3) Developing Your Team Skills via Remix</p> <p>8 (LO2)(LO3)(LO4) • Motivating Employees via Remix</p> <p>9 • (LO1)(LO2)(LO3)(LO4) Need-Based Theories of Motivation via Remix</p> <p>10 • (LO1)(LO2)(LO3)(LO4) Process-Based Theories via Remix</p> <p>11 • (LO1)(LO2)(LO3)(LO4) Developing Your Personal Motivation Skills via Remix</p> <p>Jason's Thirteen Rules of a Team (LO1)(LO2)(LO3)(LO4)</p>	<p>Participate:</p> <ol style="list-style-type: none"> Module 8 Discussion Forum 1 (LO1)(LO2)(LO3)(LO4) Module 8 Discussion Forum 2 (LO1)(LO2)(LO3)(LO4) Choose Your Leadership Style Simulation (LO1)(LO2)(LO4) <p>Assignment:</p> <ol style="list-style-type: none"> Course Reflection, Personal Development, and Final Presentation (LO1)(LO2)(LO3)(LO4)
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