

Course Outline

**Department of Management
School of Business and Economics**

**MNGT 3730-3
Leadership (3,0,0)**

Calendar Description

Students cultivate a deep understanding of what leadership is and what leaders do to be successful. An emphasis is placed on the development of practical leadership skills. Topics include an introduction to leadership, leadership traits, leadership style and philosophy, leadership and relationships, developing leadership skills, leadership and ethics, creating a vision, leadership and out-group members, leadership and conflict, and managing obstacles to effective leadership.

Educational Objectives/Outcomes

Upon completion of this course, students will be able to:

1. Develop a definition of leadership.
2. Distinguish key leadership traits.
3. Discuss various types of leadership styles and philosophy.
4. Recognize the importance of task and relationship orientated leadership.
5. Demonstrate the importance of administrative, interpersonal and conceptual skills to leadership.
6. Recognize the ethical responsibilities of leadership.
7. Describe the characteristics of a strong vision and the steps needed for successful implementation.
8. Explain the role and importance of out-group members.
9. Summarize the role and importance of conflict to successful leadership.
10. Illustrate a command of issues found with a leader.

Prerequisites

CMNS 1290; ORGB 2810

Co-requisites

None

Texts/Materials

Student Evaluation

Tests/quizzes	20-40%
Case studies/research projects/assignments	20-40%
Final exam	30-50%

Course Topics

1. What is Leadership?
 - Definition of leadership
 - Leadership from a global perspective
 - An overview of leadership practice
2. Leadership Traits
 - Traits of successful leaders
 - Leadership traits
 - Intelligence, confidence, charisma, determination, sociability
 - Integrity
 - What are your leadership traits?
3. Leadership Style and Philosophy
 - Understanding of human behavior in the workplace
 - Theory X and Theory Y
 - Leadership styles
 - Authoritarian, democratic, laissez-faire
 - What is your style?
4. Leadership and Relationships
 - Task orientated
 - Relationship orientated
 - Leadership from a follower's perspective
5. Developing Leadership Skills
 - Core leadership skills
 - Administrative, interpersonal, conceptual skills
6. Leadership and Ethics
 - Leadership character
 - Leadership action
 - Goals, honesty, power, values, leadership, and vision
 - Characteristics of a vision
 - Articulate a vision
 - Communicate and implement

7. Creating a Vision
 - Characteristics of a vision
 - Articulating a vision
 - Implementing a strong vision
8. Leadership and Out-Group Members
 - Definition of an out-group
 - Why do they exist?
 - Impact of out-groups
 - Leadership and implications of out-groups
9. Leadership and Conflict
 - What is conflict?
 - Communication and conflict
 - Strategies for conflict resolution
10. Managing Obstacles to Effective Leadership
 - Ensuring clear goals
 - Communicating clear direction
 - Motivation
 - Complex tasks
 - Creating a challenge

Methods for Prior Learning Assessment and Recognition

As per TRU policy

Attendance Requirements – Include if different from TRU Policy

As per TRU policy

Special Course Activities – Optional

Use of Technology – Optional