



## Course Outline

---

Human Enterprise and Innovation  
School of Business & Economics  
MNGT 3730 - **3.00** - Academic

Leadership

## Rationale

GET analysis has identified that this course meets the Citizenship and Teamwork ILO criteria. See attached foci tool and notes under Educational Objectives/Outcomes.

## 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.

## Credits/Hours

**Course Has Variable Hours:** No

**Credits:** 3.00

**Lecture Hours:** 3.00

**Seminar Hours:** 0

**Lab Hours:** 0

**Other Hours:** 0

*Clarify:*

**Total Hours:** 3.00

**Delivery Methods:** (Face to Face)

**Impact on Courses/Programs/Departments:** No change

**Repeat Types:** A - Once for credit (default)

**Grading Methods:** (S - Academic, Career Tech, UPrep)

## Educational Objectives/Outcomes

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.
11. This course meets the Citizenship and Teamwork criteria. See attached foci tool demonstrating the match.

## Prerequisites

CMNS 1290-Introduction to Professional Writing  
ORGB 2810-Organizational Behaviour

## Co-Requisites

## Recommended Requisites

## Exclusion Requisites

BBUS 3671-Contemporary Leadership  
BBUS 3671-Contemporary Leadership  
MNGT 3731-Leadership

BBUS 3641

## Texts/Materials

### Textbooks

1. **Required** Northouse, P.G. *Introduction to Leadership, Concepts, and Practice* Sage Publications.

## Student Evaluation

The Course grade is based on the following course evaluations.

Tests/quizzes 20-40% (0.00%) Case studies/research projects/assignments 20-40% (0.00%) Final exam 30-50% (0.00%)

## 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

## **Last Action Taken**

Implement by Submission Preview Subcommittee Chair Shelley Church

Current Date: 30-Oct-20