BUSN 420 - Contemporary Issues in Leadership

Semester: Spring 2018
Days: Mondays & Wednesdays (blended schedule)
Dates: 1/28/2019 - 5/16/2019
Time: 1:30 PM-2:45 PM
Location: MAIN/PH/249 & Online
Instructor: Aaron Burgess; aaron.burgess@ccuniversity.edu
First Face to Face Meeting is 1/28.

Location: TBD
Instructor: Aaron Burgess (burgess.aa@husky.neu.edu)

Course Description

This course draws on various academic disciplines to introduce students to leadership theories both classical and contemporary. Discussion will focus on the relationship between one's relationship with God and effective leadership. Special attention will also be given to theories that emphasize the role of Christian ethics in organizational leadership.

Learning Outcomes

At the end of this course students will be able to:

1. Discussed the role of motivation in leading others.
2. Discussed contemporary challenges facing leaders of organizations.
3. Identified ways in which their views of leadership are changing.
4. Examined the sources of power and how leaders use power in organizations.
5. Recognized the various ways in which leaders of organizations can be effective change agents.
6. Identified ways to appropriately address conflict and chaos in organizations.
7. Explored the dynamics of systems theory and considered how systems thinking improves leadership effectiveness.
8. Identified an organizational problem of practice and applied the topics from the course to solve the problem.

Textbook and Materials

The Leadership Experience: 7th Edition. 2018. Richard L. Daft. Cengage. ISBN-13: 978-1-337-10227-8

Grade Breakdown

Students in this course will be evaluated by the College's standard grading system. You should refer to the CCU Handbook or the College Catalog for further details. The criteria for determining that grade will be as follows:

1. Case Study #1 (10%)
2. Case Study #2 (10%)
3. Case Study #3 (10%)
4. Interview Assignment (30%)
5. Online Forums (10%)
6. Final Project– Philosophy of Leadership Paper (30%)

Explanation of Assignments

Online Discussion Forums

You will need to log into the online course site and post responses to discussion forums. A discussion forum is similar to an online chat room. If you have replied to a post on Facebook or Instagram you can successfully post to an online discussion forum in Blackboard.

There will be questions posted by your instructor in the discussion forum related to the course learning materials (e.g. textbook readings, online lecture, videos, web articles). You are expected to actively participate in each assigned discussion forum and are required to post your initial individual responses. Each initial response should be at least 200 words in length. You must also respond to the initial posts of at least two classmates. Due dates for the forums will be posted online. Each of your responses made to classmates' postings should be at least 150 words.

You will be graded on the quality of your initial response and the response to your classmate. I will be grading each of your posts based upon the following statements:

- You demonstrated clear, insightful critical thinking in your initial answer and responded to the discussion question in a manner that demonstrates to me that you read the textbook and absorbed the posted learning materials.
- You demonstrated clear, insightful critical analysis of your classmate's postings.
- Your sentence structure is complete with correct spelling, punctuation, capitalization, varied diction, and word choices.

If I can answer "yes" to each of these questions you will receive full credit for your discussion forum for that week. If I cannot answer "yes" I will deduct points from your grade.

Case Studies

You will complete several case studies from the textbook. I will give the class a choice of what cases you want to complete depending on your interests. We are going to review the requirements for these cases in class. There is a specific method we will use to analyze cases.

Interview Assignment

In this exercise you are to select two leaders to interview. You will document what lessons you learned from these individuals about leadership and current issues in leadership. You must do the interviews face-to-face. No distance interviews via email, social media, etc. More information will be provided on Canvas and in class about this assignment.

Final Paper – Leadership Philosophy Paper

The personal philosophy of leadership paper should be 7 pages in length using Times New Roman or Arial font (12 pt). You should use APA formatting for this paper and include citations from at least 5 sources including the textbook.

The paper should answer most or all of the following questions:

- What factors and experiences have contributed to your leadership development? Include examples of positive and negative leadership behaviors (remove or change names of individuals, organizations, etc.). These examples can reflect your own successes and failures as well as those modeled by others.
- What is your definition of leadership? What does it mean to be a great leader?
- How will you develop your mind and emotions as a leader going forward?
- What is your philosophy or view on followership?
  - How does a leader gain followers in the right ways?
  - Why do people follower certain leaders?
- What ethical or spiritual principles and values will shape you as a leader?
- How will you use power to influence others?
- How should leaders develop diversity in their organizations?
- What are the most effective ways to lead change in an organization?
- How can leaders best create a vision and share it with others?

Additional Information

Assignment Formatting: Formatting expectations are provided for each assignment. Assignments will be penalized if formatting is not provided according to requirements. All assignments should be submitted on Canvas, unless otherwise noted. Assignments submitted as file attachments should be submitted in DOC, DOCX, or PDF format.

Christian Component: As we strive to provide a biblically-based approach to counseling, we expect you to evaluate all readings and discussions from a Christian perspective and work to integrate biblical truth into your life, thought, and work.

Student Conduct: During forum discussions, everyone is expected to be respectful of themselves and others. It's important to remember that your ability to accurately and effectively express your ideas will be somewhat more limited within each of your online courses, since your tone of voice, non-verbal cues, and inflection are almost entirely absent from any communication. With this in mind, you will be expected to work especially hard to regularly engage with your classmates in each of the following ways:

- Encourage one another by highlighting individual strengths, realizing that those strengths can have a positive impact on the developing skills and abilities of others in the group.
- Ask questions and challenge others to support their individual points of view, but in ways that demonstrate forethought and foster mutual respect.
- Show a genuine interest in the lives of your classmates. Look for opportunities to celebrate one another's successes, support each other during more challenging times, and offer whatever help or assistance you can along the way.
- Let your classmates know that you're praying for them.

- •   AVOID POSTING WITH EXCESSIVE USE OF ALL CAPS.
- •   Avoid excessive use of exclamation points!!!!!!!!!!!!!!!!
- •   Avoid excessive use of red letters.
- •   Avoid "flaming" (posting hostile or insulting comments with the intent of provoking an angry response).

Accommodations: Students who require academic accommodations due to a documented physical, psychological, or learning disability should request assistance from Student Services by contacting Ray Horton (ray.horton@ccuniversity.edu). Students are encouraged to complete this request within the first two weeks of the semester. The Student Services Center is also available for academic coaching and is located in the 2nd floor of President's Hall, across from the elevator. Contact the Student Services Director at 513-244-8420 (phone) or at ray.horton@ccuniversity.edu (email).

Academic Dishonesty: Cheating, plagiarism, and all other forms of academic dishonesty will NOT be tolerated. All incidents of academic dishonesty will be dealt with in accordance to university regulations (see CCU Student Handbook), which will include failure of class and additional action by the Committee on Academic Integrity.

Flexibility Clause: This syllabus is NOT a binding contract. The dates of lectures, exams, projects, etc. may be revised as the term progresses. All modifications to the syllabus will be announced via Canvas and in class meetings.

Tentative Schedule of Learning Activities

*Note this schedule is subject to change; some meetings might be online

MODULE 1 (January 28 – February 21)

- ·   First Face-to-Face Meeting is 1/28 (We will review Syllabus & Canvas Site)
- ·   Face to Face Meetings: 2/4, 2/11, 2/18
- ·   Topics: *What Does it Mean to be a Leader?*
- ·   Read Chapters 1-3
- ·   Discussion Forum #1 – Opens on 2/5 and closes on 2/21
- ·   Case Study #1 is due on February 23
- ·   2/18 – Guest Speaker: Tiffany Cooper - Community Engagement and Diversity Manager at Cincinnati Symphony Orchestra (subject to change of date)

MODULE 2 (February 25 – March 23)

- ·   Face to Face Meetings: 2/25, 3/4, 3/18
- ·   **Spring Break Mar 11-15** (no Face to Face Meetings)
- ·   Topics: *Emotions*
- ·   Read Chapters 5-6
- ·   Discussion Forum #2 – Opens on 2/25 and closes on 3/18
- ·   Case Study #2 is due on March 23
- ·   3/18– Guest Speakers: Andy Garrett and Mitch Kenney – Entrepreneurs & Business Owners of Breakout Games & Dart-rush (Newport)

MODULE 3 (March 25 – April 20)

- Face to Face Meetings: 3/25, 4/1, 4/8, 4/15
- Topics: *Followership*
- Read Chapters 7
- Discussion Forum #3 – Opens on 325 and closes on 4/8
- Case Study #3 is due on April 20
- <u>Leadership Interview</u> is due on April 20
- 4/15 – Guest Speaker: To Be Determined

MODULE 4 (April 22- May 11)

- Face to Face Meetings: 4/22, 4/29, 5/6
- Topics: *Strategy & Change*
- Read Chapters 13-15
- **Final Leadership Philosophy Paper is Due** – (May 11)