Department:

Interdisciplinary Studies

Course Description:

This interdisciplinary course is designed to provide an introduction to the academic discipline of leadership. The course focuses on the study of leadership development through the examination of leadership theory and research, identity development, self-awareness, awareness of others, and the application of leadership theories, concepts and skills.

Course Competencies:

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

1. Describe traditional, contemporary, and emergent theories of leadership.
2. Explain how self-awareness and awareness of others function in leadership development.
3. Develop a personal philosophy of leadership.
4. Apply a personal philosophy of leadership to actual situations.
5. Explain how creativity and collaboration function in personal, community, national, and world leadership.
6. Identify significant elements in group roles, group dynamics, and group development.

Course Content:

A. Leadership Theories
   1. Trait-Based
   2. Situational
   3. Behavioral
   4. Servant
   5. Relational
   6. Social Change
   7. Path to Goal
   8. Transformational

B. Knowledge of Self
   1. Personality Type
   2. Learning styles
   3. Developing Talents
   4. Managing Weaknesses
   5. Identity Development

C. Knowledge of Others
   1. Individuality and Commonality
   2. Cultural Diversity
   3. International Diversity
4. Communication
D. Leadership Styles and Philosophy of Leadership
   1. Authoritarian
   2. Democratic
   3. Laissez-Faire
   4. McGregor’s Theory X
   5. McGregor’s Theory Y
E. The Development of Groups, Organizations, and Systems
   1. Group Development
   2. Forming, Storming, Norming, and Performing
   3. Dynamics in Groups
   4. Group Decisions
   5. Teamwork
F. Developing Leadership Skills
   1. Creating Vision
   2. Setting the Tone
   3. Balancing In-Group and Out-Group Needs
   4. Handling Conflict
   5. Overcoming Obstacles
G. Leadership Values
   1. Virtuous
   2. Caring
   3. Ethical
   4. Inclusive
   5. Knowledgeable

Learning Assessments:

Course competencies will be assessed by use of quizzes, in-class presentations, in-class participation and discussion, completion and self-evaluation of trait and style inventories, involvement in a community service project, reflection papers, and an end-of-course final paper.

Instructional Materials:

ISBN: 978-1-4129-8952-7
Additional readings provided by instructor

Guidelines for Requesting Accommodations Based on Documented Disability or Medical Condition

It is the intention of Highland Community College to work toward full compliance with the Americans with Disabilities Act, to make instructional programs accessible to all people, and to provide reasonable accommodations according to the law.
Students should understand that it is their responsibility to self-identify their need(s) for accommodation and that they must provide current, comprehensive diagnosis of a specific disability or medical condition from a qualified professional in order to receive services. Documentation must include specific recommendations for accommodation(s). Documentation should be provided in a timely manner prior to or early in the semester so that the requested accommodation can be considered and, if warranted, arranged.

In order to begin the process all students must complete the “Disabilities Self-Identification Form” at this link: https://highlandcc.edu/pages/disability-services.

This form can also be accessed at the Highland Community College homepage under Students Services/Student Resources/Disability Service or by contacting the Disabilities Coordinator.