

**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:**

The learning outcomes and competencies detailed in this syllabus meet or exceed the learning outcomes and competencies specified by the Kansas Core Outcomes Groups for this course as approved by the Kansas Board of Regents. (**Kansas Regents Shared Number Course and Title: BUS 2010 Principles of Leadership.**)

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

1. Analyze personal strengths, styles, and preferences that contribute to leadership.
2. Explore, apply, and reflect on basic concepts of leadership.
3. Examine the relationship of ethics, diversity, and inclusion in leadership.
4. Communicate knowledge about and application of leadership to others.
5. Observe and critique leadership in a community setting.

**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:

Textbook: Northouse, P.G. (2014). *Introduction to Leadership: Concepts and Practice* (3<sup>rd</sup> ed.). Thousand Oaks, CA: SAGE Publications. ISBN-13: 978-1452259666

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" on our [Disability Services website](#).

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.

### **A Note on Harassment, Discrimination and Sexual Misconduct**

Highland Community College seeks to assure all community members learn and work in a welcoming and inclusive environment. Title VII, Title IX, and College policy prohibit harassment, discrimination and sexual misconduct. Highland Community College encourages anyone experiencing harassment, discrimination or sexual misconduct to talk to report to the Vice President for Student Services, the Human Resources Director or complete an [online report](#) about what happened so that they can get the support they need and Highland Community College can respond appropriately.

There are both confidential and non-confidential resources and reporting options available to you. Highland Community College is legally obligated to respond to reports of sexual misconduct, and therefore we cannot guarantee the confidentiality of a report, unless made to a confidential resource. Responses may vary from support services to formal investigations. As a faculty member, I am required to report incidents of sexual misconduct and thus cannot guarantee confidentiality. I must provide our Title IX coordinator with relevant details such as the names of those involved in the incident. For more information about policies and resources or reporting options, please review our [Equity Grievance Policy](#).