COURSE DESCRIPTION

The University of Manitoba Undergraduate Calendar describes this course as follows:
This course provides an introduction to the key issues and concerns of leadership and leadership studies, focusing on the central question of “what is leadership?” Students will examine the philosophical and historical foundations of leadership theory and practice, along with the more contemporary (and often more theoretical) reflections on both leadership practices and the varied disciplines that study them. This course will satisfy the Faculty of Arts Social Science requirement. Students may not hold credit for both ARTS 1160 and LEAD 2010.

An alternate description: This course introduces you to multiple dimensions and theories of leadership and how they inform the practice of leadership. We will explore what it takes to be a highly effective leader and a dynamic follower at the same time. A unique feature of this course is that you will be able to apply your learning in a real-life situation that matters most to you.

COURSE GOALS

There are two overarching goals for this course.

1. Breadth: To expand your knowledge of leadership studies.
2. Application: To effectively apply leadership principles and styles in everyday life.

COURSE OBJECTIVES

Upon completion of this course you should be able to:

BREADTH:

- Outline the breadth of knowledge informing leadership studies.
- Assess your own leadership traits, skills, and personality types.
- Describe the interconnectedness between differing theories of leadership.
- Discuss the cognitive assumptions, beliefs, and values informing different leadership theories.

APPLICATION:

- Apply different leadership theories in real-life situations.
- Apply an intentional approach to leading yourself and others well.
- Inspire yourself and others in everyday actions.
- Use your skills, styles, and personality types appropriately in leading yourself and others.
- Identify and communicate fundamental values governing your own behavior.
- Model being a leader in the ‘class’ and in everyday life.

COURSE MATERIALS

REQUIRED

Course Textbook:


UNIVERSITY OF MANITOBA LIBRARIES

A list of library materials from the University of Manitoba Libraries will be offered as we progress through this introductory course on leadership. (See the link to the University of Manitoba Libraries in your course website.)
COURSE OVERVIEW

Units

UNIT 1: INTRODUCTION TO LEADERSHIP STUDIES (1 WEEK)

- Overview of Course Expectations, and Final Paper
- What is Leadership All About?
- Read Chapter 1 of your course textbook

UNIT 2: VALUES-BASED APPROACH TO LEADERSHIP (2 WEEKS)

- For these two weeks we will take a closer look at the place of values that guide our actions and conduct. Understanding values is critical to leadership because the power to lead is the power to mislead and the power to mislead is the power to destroy. Leadership, then, is not something that you want to take lightly.
- Read
  - Chapter 9: Authentic Leadership
  - Chapter 13: Leadership Ethics
  - University of Manitoba Academic Integrity

UNIT 3: LEADERSHIP STUDIES FROM THE POINT OF VIEW OF THE PERSON (4 WEEKS)

- Over the next four weeks we will cover the following approaches to leadership studies and end with a unit overview
  - Trait Approach to Leadership
  - Skills Approach to Leadership
  - Behavior Approach to Leadership
  - Psychodynamic Approach to Leadership
  - Pulling this Unit Together
  - Read Chapters 2, 3, 4 & 12 of your course textbook

UNIT 4: LEADERSHIP STUDIES FROM THE POINT OF VIEW OF THE CONTEXT FOR LEADING (2 WEEKS)

- For the next two weeks we will look at approaches to leadership that take into account the developmental level of followers and the match between a leader’s style and situational variables, and the relationship between a leader’s style and the characteristics of followers and work settings.
- Situational Approach to Leadership
  - Path-Goal Theory
  - Adaptive Leadership Theory
- Read
  - Chapters 5, 6 and 11 of your course textbook

UNIT 5: LEADERSHIP STUDIES FROM THE POINT OF VIEW OF THE INTERACTIONS BETWEEN LEADERS AND FOLLOWERS (2 WEEKS)

- During these two weeks we will focus on leadership processes that center on the interactions between leaders and followers and teams.
  - Leader-Member Exchange Theory
  - Team Leadership
- Read
  - Chapters 7 & 14 of your course textbook

UNIT 6: LEADERSHIP STUDIES FROM THE POINT OF VIEW OF THE CHARACTER OF THE LEADER (TWO WEEKS)

- In these two weeks we will look at more recent trends in and approaches to leadership studies.
  - These will include:
    - Transformational Leadership
    - Servant Leadership
    - Connecting Character to Values and Authentic Leadership
- Read Chapters 8 & 10 of your course textbook

LEARNING ACTIVITIES

All students will engage in demonstrating leadership through respectful online discussions, keeping up with readings, and completing paper
EVALUATION AND GRADING

Distribution of Marks

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<tr>
<td>Discussion Forum Participation</td>
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<tr>
<td>Values-Assignment</td>
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<tr>
<td>Personal Leadership Challenge Assignment (2-pager)</td>
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<td>Results-Based Reflective Assignment</td>
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<tr>
<td>Personal Leadership Challenge Final Paper</td>
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<td>Final Exam (online)</td>
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Grading Scale

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Note: All final grades are subject to departmental review.

Assignments

DISCUSSION FORUMS:

- The discussion forums give you the opportunity to address a specific issue or question with your fellow learners.

VALUES ASSIGNMENT

- This assignment is intended to bring to the forefront the silent power and influence of values on every aspect of your lives, including your role as a student at the University of Manitoba.

PERSONAL LEADERSHIP CHALLENGE ASSIGNMENT (2-PAGER)

- This assignment will offer students an opportunity to present the beginnings of what will inform their Final Paper. The instructor will provide appropriate feedback and guide students accordingly. Students will draw from the learning gained in the course to inform and build upon this initial 2-pager.

RESULTS-BASED REFLECTIVE ASSIGNMENT

- The purpose of this results-based reflective assignment is to enable you (a) to reflect upon your own commitment as a student, as a member within a larger community (U of M) and (b) to formulate your demonstrated leadership style in relation to the results you are getting at the U of M (results are more than grades). In your response, you are required to use the literature to support your thinking and apply appropriate approaches or theories of leadership covered thus far in the course.

PERSONAL LEADERSHIP CHALLENGE: FINAL PAPER

- Building on your 2-pager, your final paper will focus on a personal leadership challenge that confronts you today. The key to selecting
your leadership challenge is that the ‘challenge’ or ‘issue’ is NOT YET RESOLVED. This paper will (a) be an opportunity for you to think about something in your career or life that is a challenge, (b) demonstrate your reflection, understanding and practical application of what you have learned in this introductory class on leadership, and (c) possibly approach the situation differently as a consequence of new learning from this course.

Assignment Due Dates

Consult your course schedule for the assignment due dates.

Multiple Choice Final Examination

The final exam will be written online. All questions will come from your course readings and course materials. Please refer to the Online Examination Information and Instructions in the assignment widget.

You will need 45 minutes to complete 30 multiple choice questions. The exam will automatically time out 45 minutes after you log into the exam.

PLAGIARISM, CHEATING, AND EXAMINATION IMPERSONATION

You should acquaint yourself with the University's policy on plagiarism, cheating, and examination impersonation as detailed in the General Academic Regulations and Policy section of the University of Manitoba Undergraduate Calendar. Note: These policies are also located in your Distance and Online Education Student Handbook or you may refer to Student Affairs at http://www.umanitoba.ca/student.

DISTANCE AND ONLINE EDUCATION (DE) STUDENT RESOURCES

In your course website there are links for the following:

- Contact Distance and Online Education
- Distance and Online Education Student Handbook
- Distance and Online Education Website

ACKNOWLEDGMENTS

CONTENT SPECIALIST:

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Prior to returning to Winnipeg, Stan was an Associate Professor in the School of Leadership Studies at Royal Roads University, Victoria, British Columbia. He is currently involved in designing and delivering the UMLeaders Program on behalf of Learning and Development, and the Post-Baccalaureate Certificate in Applied Leadership on behalf of Extended Education.

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