BUS 622 Leadership in Organizations
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COURSE DESCRIPTION:
An exploration of the concept of leadership from a topical perspective. Leadership is defined using the various theoretical and scholarly views approached from an application standpoint. Students will distinguish between leaders and managers from both role and task perspectives. The importance of both roles in an organization is analyzed. Specific topics of discussion include: established leadership theories; essential leadership skills; and the role of leaders as visionaries, team builders, and change agents. Additionally, the political and ethical roles of leaders are addressed.

This course will explore current research and practice of leadership. Students will examine, discuss and debate the relevance of scholarly research to practice in business and society. As a process of self-discovery, students will also use the tools provided to examine and begin development of a personal leadership style.

         The Book of Leadership Wisdom, Peter Krass, ed.

COURSE OBJECTIVES:
At the conclusion of this course, each student will be able to:
1. Identify and define the characteristics, behaviors, and traits most commonly ascribed to leaders, as observed in research and practice.
2. Identify, define and understand inherent constraints to leadership and opportunities for the practice of leadership within organizations.
3. Identify their own strengths as a potential leader.
4. Develop strategies for the development of personal leadership skills.

SESSION #1
- Course policies, procedures, and requirements.
- Identification of leaders and “How we know who they are.”
- Differing perceptions of leadership.

SESSION #2
- Hackman, chapters 1 and 2.
- Various approaches to leadership research.
- Advantages and disadvantages of the various models.
- The impact of organizations on leadership research and modeling.
- Research paper topic selection.
SESSION #3
-Challenges presented to leadership at the practical level.
-Coping strategies for leaders.
-Essentials of leadership.
-Case Study: Example to be discussed in class.
-Case Study assignments (Group 1)

SESSION #4
-Hackman, chapters 7, 8, and 11.
-Case study reports and discussion.
-Case study assignments (Group 2).
-Introduction to leadership practices.

SESSION #5
-Readings in Krass, articles by Frederick Smith, David Packard, Ben Cohen, Jerry Greenfield, Sir Adrian Cadbury.
-Finding a leadership style.
-Examination and evaluation of leadership styles as proposed in the readings.
-Scoring and feedback on the Leadership Practices Inventory.

SESSION #6
-From self-management to self-development
-Mentoring
-Constituencies
-Vision
-Values
-Experience
-Take home exam

SESSION #7
-Research papers due.
-Leadership challenges and Student Presentations.

SESSION #8
-Take home exam due
-Presentation of research findings.
-Self-development plans.
COURSE REQUIREMENTS:

1. Attendance, active participation and timely completion of assigned work.

2. CASE STUDY: The instructor will assign each student a case focusing on a leadership issue. 
   Students will prepare a plan of action for response to the issue. The plan must include:
   1. Explanation of the issue.
   2. Description of the action to be taken.
   3. Possible consequences of the proposed action and/or consequences if no action is taken.
   Students will present and support their conclusions in open discussion.

3. Students will prepare a 5 to 10 page paper on a leader, leadership study, or other topic approved by the instructor. Papers at a minimum must include:
   1. A clearly stated premise.
   2. Three points supporting the premise.
   3. Conclusions to be drawn from the supporting data/references/student synthesis.
   4. A minimum of five (5) references.

4. CHALLENGES PRESENTATION: Students will prepare a 3 to 5 minute presentation outlining a personal leadership challenge and a proposed course of action to meet the challenge.