

MANAGEMENT 4470: LEADERSHIP
The University of North Texas
College of Business Administration
Spring 2016

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Office Hours: Tuesday, 9:30am-12:00pm; Thursday, 9:30am-12:00pm, or by appointment

OVERVIEW:

In this course, we explore the concept and practice of leadership. We examine various theories of effective and ineffective leadership and their application in organizations.

OBJECTIVES:

1. To gain in-depth knowledge on the topic of leadership.
2. To learn practical tools and methods of leadership that will apply to a variety of organizational structures.
3. To become aware of how leadership topics apply to work settings through engaging in various activities in class and conducting research on leaders.
4. To gain insight about your own personalities, skills, ethics, values, and beliefs as they relate to leading others.
5. To participate in discussion and debate on leadership topics.

COURSE MATERIALS:

Northouse, P. G., (2016). Leadership: Theory and Practice (7th ed.). Thousand Oaks, CA: Sage Publications, Inc.

ONLINE COURSE MANAGEMENT

This class will require all students to access and use Blackboard Learn during the semester. On Blackboard Learn you will find:

- Syllabus
- Instructor's Slides
- Paper Submission Links
- Announcements
- Final Grades

ADA STATEMENT

The College of Business Administration complies with the Americans with Disabilities Act in making reasonable accommodations for qualified students with a disability. If you have an established disability as defined by the Americans with Disabilities Act and would like to request an accommodation, please see me in the first week of class. My office hours are noted above.

EVALUATION OF COURSE PERFORMANCE

GRADE WEIGHTS:

Exam I	25 %
Exam II	25 %
Exam III	25 %
Group Presentation	15 %
LifeLine Project	10 %

	100 %

<u>Grade</u>	<u>Percentage</u>
A	90-100
B	80-89
C	70-79
D	60-69
F	Below 60

EXAMS: There will be three exams during the term. Exams will cover material presented in class and in the course textbook. Exams are not cumulative.

Makeup exams will only be offered for absences in accordance with university policy AND when I am notified prior to the scheduled exam. Failure to take an exam without prior noticed of an excused absence will result in a grade of zero for the exam. It is the

student's responsibility to coordinate a date and time with me for any make-up exam. Make-up exams may be essay exams that will require students to write comprehensive essays that integrate and extend class materials.

LIFELINE PROJECT: You will create and submit a 3-4 page double-spaced, typed paper and lifeline graph that describes your life, your important experiences to date, and your vision for your future.

Graph: Draw your life to date as a graph with the peaks representing the highs in your life and the valleys representing the lows. Start as far back as you like and stop at the present.

Next to each peak, write a word or two identifying the peak experience. Do the same for the valleys.

Paper: Now go back and think about each peak, making a few notes on why each was a high point for you. Analyze your notes and write approximately 2 double-spaced, typed pages about your lifeline. What themes and patterns are revealed by the peaks in your life? What important personal strengths are revealed? What do these themes and patterns tell you about what you're likely to find personally compelling in the future?

Take the information you considered when preparing your lifeline as well as other information, like your goals for your future, what you hope to be remembered for, what you would like to accomplish if nothing could get in your way and why, and write your ideal and unique image of the future for yourself. Write approximately 1-2 additional double-spaced, typed pages addressing these issues. Focus on the guiding principles that you will use to make decisions throughout your life. What is most important to you?

Due Date: You will turn in a hard copy of the graph and the 3-4 page double-spaced, typed paper in class on March 10. You will also submit the paper to Turnitin on Blackboard before the end of class that date. You will be graded on the thoughtfulness of your discussion and graph, the clarity and organization of your writing and graph, and the completeness of addressing the above questions.

Group-sharing: During class on March 10, you will share your lifeline and discuss your future goals with your group. Sharing with the group is a required part of the project. If there are parts of the lifeline you prefer to keep private, you do not need to discuss these parts with the group.

If you have an excused absence on that day, you will be required to share your lifeline with your group during a different class period. If you do not have an excused absence, you will lose 20 points on your lifeline project.

PRESENTATION: Your team will deliver a presentation to the class describing two leaders and your analysis of their leadership styles. Your presentation should last about 10 minutes. Each team member should speak at least once during the presentation. You will need to create 6-8 PowerPoint slides to support your presentation.

Format and grading: You can select individuals who are leaders in politics, business, or other fields in the public sphere. They may be current leaders or historical figures. You can research your leaders through media reporting services such as news magazines, business magazines, trade magazines, and newspapers or historical documentation in books and encyclopedias. You may use web resources but these should be used along with other sources and should be cited appropriately. The presentation will include the following sections:

- (a) A brief description of each leader's background including information regarding family history, education, and career
- (b) Your analysis of the leadership style for each of the leaders using concepts from our course. Discuss opinions about what traits/behaviors/leadership styles led to success and/or failure for these leaders.
- (c) A compare/contrast analysis of the two leaders you chose. How are their styles similar or different? Did this lead to different success outcomes for these leaders?
- (d) The last slide of your Powerpoint presentation should include a list of the references you used to create your presentation in either APA or MLA format.

Your group will be graded on the depth of your research, the thoughtfulness of your analysis and appropriate use of course concepts, the clarity and organization of your presentation, and providing appropriate citations.

Due date: You will turn in your Powerpoint slides to Blackboard on the date you present (4/21-5/3). Presentation dates will be assigned in class.

ATTENDANCE BONUS: You are strongly encouraged to attend class. Not only will you learn more if you attend class, you will add value to the class. Thus, participation is evaluated using a bonus program. Students who attend every class, arrive on time, and stay the full time, will receive a bonus at the end of the course. If not, less or no bonus is due.

A 2% BONUS will be awarded at the end of the course to those students who never miss class, are never late to class, and stay the full class period, no excuses, and no exceptions. A 1% bonus will be awarded to those students who have one absence, no exceptions. Therefore, if you are absent more than once, you will not receive an attendance bonus.

For example, if your average on the projects and exams is 88% and you have earned the 2% participation bonus, your average will increase to 90% and you will earn an A in the course instead of a B. There are no "excused absences" considered in relation to this bonus. The bonus is only available for students who have met the criteria regardless of the reason for absences.

RESEARCH PARTICIPATION:

You may have opportunities to serve as a research subject and earn extra credit toward the course grade. You may choose not to participate and an alternative means of earning extra credit will be made available to you. However, you must be attending class on the day that volunteers are requested in order to earn the credit, regardless of the option you choose.

CLASSROOM MANAGEMENT ISSUES

The following lists some procedural items that are in your best individual interest and in the interest of the class as a whole. Please take this information into account. This will help make the course more worthwhile to all participants.

Turnitin Form

You will be asked to sign a permission form to participate in Turnitin, a plagiarism detection service. Please return this form by January 26.

Background Information Sheet

Please turn in the Background Information Sheet January 26. Turning in the Background Information Sheet on time will ensure that I get to know you as soon as possible.

Class Feedback Forms

I value your comments to make the class more worthwhile. In order to ensure that difficult concepts are being adequately covered and that class difficulties are addressed effectively, I may distribute a class feedback form during the semester. You may be asked to indicate the issue(s) you have had, what you found confusing, and the best and worst aspects of recent classes. Most importantly, the forms provide an opportunity for you to make suggestions to improve any aspect of the course you might wish improved. They will be anonymous. It is in your best interest to provide thoughtful and thorough feedback as I will use your comments to set the content and pace of the course so as to make the class a better experience for you.

Absence Policy

If you miss class, it is your responsibility to find out from your classmates what was covered. Please organize your time to allow for computers going down, traffic, etc.

Lateness and Courtesy

Arriving late or leaving early can be disruptive. Such behavior is discourteous to the class when it makes it necessary to repeat material. Therefore, please come to class on time.

Neighborly behavior goes a long way toward insuring that class time is productive. This particularly applies to food, drinks, and cell phones. Please refrain from bringing food and beverages in the classroom. Also, please turn off your cell phone when you come into class. Anyone using a phone during class will be asked to leave. Any cell phone use during an exam will result in a zero on the exam.

Student Responsibilities/Scholastic Integrity and Honesty

Students are responsible for the textbook chapters outlined in this syllabus and for the course content reviewed during lectures, class sessions and activities.

Students are expected to uphold University rules and standards of scholastic honesty and integrity. Cheating or other academic misconduct will not be tolerated. Violations will be subject to disciplinary action. Cheating includes collaboration on any assignments that will be graded on an individual basis. It also includes plagiarism, unauthorized preparation of notes for use on exams, looking at another students examination answers, or requesting or passing information during an examination. Students who become aware of suspicious activities are asked to promptly notify the professor so that immediate corrective action can be taken. Please refer to the University's policy on academic integrity: <http://vpaa.unt.edu/academic-integrity.htm>

SPOT

The Student Perceptions of Teaching (SPOT) is a requirement for all organized classes at UNT. This short survey will be made available to you at the end of the semester, providing you a chance to comment on how this class is taught. I am very interested in the feedback I get from students, as I work to continually improve my teaching. I consider the SPOT to be an important part of your participation in this class.

CLASS SCHEDULE

Note: This is a flexible course schedule. The instructor reserves the right to change this schedule.

<u>Date</u>	<u>Topic</u>	<u>Chapter</u>
1/19	Introduction	Chapter 1
1/21	Leadership Described	Chapter 1
1/26	Trait Approach	Chapter 2
1/28	Trait Approach	Chapter 2
2/2	Skills Approach	Chapter 3
2/4	Behavioral Approach	Chapter 4
2/9	Behavioral Approach	Chapter 4
2/11	Situational Approach	Chapter 5
2/16	Situational Approach/Exam Review	Chapter 5
2/18	First Exam	Chapters 1-5
2/23	Path-Goal Theory	Chapter 6
2/25	LMX	Chapter 7
3/1	Transformational Leadership	Chapter 8
3/3	Transformational Leadership	Chapter 8
3/8	Authentic Leadership	Chapter 9
3/10	Authentic Leadership Contd LifeLine Projects Due	Chapter 9
3/15 3/17	SPRING BREAK!	
3/22	Servant Leadership	Chapter 10
3/24	Servant Leadership/Exam Review	Chapter 10
3/29	Second Exam	Chapters 6-10
3/31	Adaptive Leadership	Chapter 11
4/5	Leadership Ethics	Chapter 13
4/7	Leadership Ethics	Chapter 13
4/12	Team Leadership	Chapter 14
4/14	Gender and Leadership	Chapter 15
4/19	Culture and Leadership	Chapter 16
4/21	Presentation Day 1	
4/26	Presentation Day 2	
4/28	Presentation Day 3	
5/3	Presentation Day 4	
5/5	Pre-Finals Study Day	
5/12 10:30am- 12:30pm	Third Exam	Chapters 11, 13-16

MANAGEMENT 4470
STUDENT BACKGROUND AND INPUT FORM
(Please return to instructor at the next class meeting)

Name: _____

Student ID #: _____

Email: _____

Please list any relevant management courses you have taken:

Briefly describe what you hope to learn in this course:

Additional Information Instructor Should Know about You:

UNIVERSITY OF NORTH TEXAS
Authorization to Release Assignments to Plagiarism Detection Service

Written assignments in this course may be provided to an internet-based plagiarism detection service that is not affiliated with the University of North Texas. If you sign the form, your assignments may be submitted to the service with your name or student identification number. If you do not sign the form, your material will be assigned a random number and submitted to the service. This authorization is only to allow the instructor to more efficiently manage the course and will expire upon the issuance of a final grade. You are not required to sign this authorization and you will not be penalized if you do not sign the form.

Please print, sign and date the authorization form. Return the form to the instructor upon completion.

I, _____, hereby voluntarily authorize

[Print Name of Student]

the instructor in Management 4840 to disclose assignments that contain my name and/or student identification number to an internet-based plagiarism detection service.

This authorization will remain in effect from the date it is signed until a grade is assigned in this course and does not apply to any other course in which I am enrolled at the University of North Texas.

Student Signature

Date