LEADERSHIP IN ORGANIZATIONS
LDST 302
Fall, 2015

UNIVERSITY OF RICHMOND
JEPSON SCHOOL OF LEADERSHIP STUDIES

INSTRUCTOR: Dr. Kim Gower
Office hours: 9:30-10:30, 12-1:30 T/Th and as needed
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Twitter: @Leadership_KG

Teaching Philosophy
My philosophy is to facilitate, not talk at you. At times I will share my experiences to help you understand or further understand a concept, but for the most part we will engage in discussion where the class members are responsible for an active exchange of the assigned information. I will not give you the answers, but I will supply you with the tools and skills to learn to find the answers so that after you leave the classroom you are completely competent to go forth and PROSPER!

1. COURSE DESCRIPTION:
Welcome to Leadership in Organizations! Leadership is my business as well as academic background, so this class will be full of readings, videos, narratives, guest lectures, and exercises all geared toward helping you understand the elusive and critical role of leadership in an organization. This class will run like a seminar, with an informal meeting atmosphere where we share excellent discussions about our thoughts and experiences from these sources.

This is your class. We will devote the first day to discussing leadership topics of interest to you and developing a bulk of our reading list for the semester. As the semester evolves, we will seize other opportunities, as they present themselves, that add value to your learning. You may be asked on occasion to lead the discussions, and will be challenged to think and articulate your answers and comments just as you would in a business environment. You will also be asked to attend a number of on-campus lectures at times that might not coincide with our class times. I trust you to make all of these lectures that do not interfere with your other class times. If you are unable to attend an assigned lecture you will be required to write a paper about the lecturer and their link to leadership based on your independent research. These papers will be uploaded via the wiki link on Blackboard.

Please note that this syllabus SHOULD change. It is an evolving document, based on class interest and progress. When I update it, you will be notified and be responsible for knowing the new information.

2. COURSE OBJECTIVES/LEARNING GOALS:
By the end of this course, you will be able to:

• Engage in Leadership Level Critical Thinking
• Increase self-awareness for development and personal growth
• Make decisions that incorporate all levels of systems thinking: impact on individuals, organizations, and the world at large
• Recognize the importance of good Leadership and Followership
• Cope effectively with ambiguity

STUDENT INPUT LEARNING GOALS, by the end of the semester you will be able to:

• Apply college education to real world situations
• Understand the business implications of leadership on stakeholders
• More effectively communicate as a leader
• Work autonomously in any given situation
• Understand the way to intrinsically motivate yourself and others
• Apply leadership critical thinking and skills to global situations

Double Click Below

3. REQUIRED STUFF: AS LISTED, PLUS TBD by initial class discussions and as class evolves

   Give and Take, Grant
   http://www.amazon.com/Give-Take-Revolutionary-Approach-Success/dp/0670026557/ref=sr_1_1?ie=UTF8&qid=1389540209&sr=8-1&keywords=ADAM+GRANT

   How to Win Friends and Influence People, Carnegie
   http://www.amazon.com/How-Win-Friends-Influence-People/dp/0671027034/ref=sr_1_1?ie=UTF8&qid=1389540255&sr=8-1&keywords=win+friends

• TBD

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• Professional Twitter Account
• On-campus guest lecturers
• Digital delivery posted on BB
• Student required research

4. STUDENT PREPARATION:
You must come to class prepared for each day’s discussion. To do this, please bring two questions or comments from each day’s assignment, as they relate to our learning goals, to class with you. We will share them at the beginning of class, and then use them as that day’s discussion topics. Occasionally you might be asked to write up your reflection of an assignment via wiki posts on Blackboard, and provide feedback to each other’s postings. This class is an interactive discussion among students and the instructor (just like an organization), and 20% of your grade is based on your CONTRIBUTION (not attendance) to the successful functioning of this class.

5. GRADING SCALE:

<table>
<thead>
<tr>
<th>Grade</th>
<th>Points Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>A+</td>
<td>980 - 1000</td>
</tr>
<tr>
<td>A</td>
<td>940 - 970</td>
</tr>
<tr>
<td>A-</td>
<td>900 - 930</td>
</tr>
</tbody>
</table>

Total number of points possible, 1000. Straight scale.

6. WRITTEN STUDENT SUBMISSIONS:
Please carefully proofread all your work. A large part of leadership is based on perception, and how you communicate is critical.

All written assignments fall under the honor code guidelines. Please do not copy and paste from the internet. This is plagiarism.

7. GRADING DISTRIBUTION

- Class Contribution (200 points)
  (Leading discussions, wiki postings, contributing to class discussion and class success)
  20%
- Group Formation
  10%
- Peer Evaluation: Midterm and Final (10% each)
  20%
- Midterm Essay Exam
  10%
- Final Project
  40%

The total number of points available are 1000.

8. DESCRIPTION AND REQUIREMENTS OF EACH GRADED ELEMENT

Class contribution (200 points):
Your attendance and contribution in class are mandatory (just like the professional world). We are educating leaders and therefore your life and work are about showing up, contributing, and advancing the discussion in general!

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You will be expected to speak knowledgably about topics we have addressed in class, including the financial, global, ethical, and human aspects of the topic. During the Exam you will reflect upon your learning in class from an overall perspective, and you will be required to synthesize topics/ideas/learning from different discussions during the semester. YOU WILL TURN IN YOUR SELF AWARENESS BASED CLASS CONTRIBUTION GRADE TO ME AT THE END OF WEEK 14, AND I WILL TAKE YOUR GRADE INTO CONSIDERATION ALONG WITH MY ASSESSMENT OF YOUR CONTRIBUTION.

Group Formation (100 points):
Socializing and communication = more effective teams. See BB for requirements.

Electronic Essay Exam (100 points):
Well written arguments about your leadership learning and experiences.

Peer Evaluation (100 pointsx2):
Just like it sounds, based on a class developed rubric

Final Project (400 points): Leadership Development Seminar

Your teams, working together as one organization, will be in charge of designing and delivering a leadership development seminar to high school students in the City of Richmond. Your final project will be the delivery of this seminar, with me in attendance. Your grade will be based on feedback from your client, the students you teach, and me. This grade is worth 300 points. During Finals Week you will present, by groups, what you learned by doing this project in the form of a blog. So take plenty of pictures and incorporate your research and what you pulled from the class that helped you develop your final project, what you learned from your team and about your team, and most of all, what you learned about yourself as a leader. Most groups that are successful with this part of the course extend their group formation blog throughout the semester and reflect regularly based on class discussions and group experiences.

Most Grades, Readings, Videos, and other Assignments are available on Blackboard

Things that make me super happy (i.e., required☺):

1. Turn off your cell phone, and use mobile devices ONLY for class work. No vibrating, ringing, lighting up. If your cell phone rings or vibrates in class, or you are text messaging or reading texts, or I call on you and you are obviously NOT engaged in the class discussion, there will be a 50-point class contribution grade reduction each time. Notify me PRIOR to class of an emergency situation.

2. Get the notes from a class member if you miss class. Most notes come from class discussion, not me, so I am your worst source of information.

3. Turn in all assignments by the beginning of class on the required day. Late assignments or make up exams are only accepted with prior instructor approval or by instructor approval within 24 hours in case of a documented emergency.

4. E-mail or provide face-to-face communication for important matters regarding class.

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5. ASK class questions in class to benefit all the students.

6. Make an appointment if you need to discuss something important so we have time set aside with no interruptions. Double click below😊: