

LDR 310 Introduction to Leadership
Eureka College
Organizational Leadership Program
Dr. Jodi Hallsten Lyczak

Textbook

Northouse, P.G. (2013). *Leadership theory and practice*, 6th ed. Los Angeles: Sage.

Course Description and Course Objectives

An introduction to the nature of leadership, with a focus on the history and origins of leadership, theoretical approaches to leadership, and the essence of contemporary leadership. Application of these concepts to life experiences will be addressed. Students will be exposed to the nature of leadership through presentation of objective material, group activities, and laboratory exercises.

At the completion of this course, a student who has mastered the course content will be able to:

- Describe the central assertions of key theories of leadership
- Assess the strengths, weaknesses, and assumptions of key theories of leadership
- Apply theories of leadership to real-world scenarios
- Distinguish between transactional and transformational leadership.
- Explain the leadership styles posited by the various leadership theories and concepts.
- Demonstrate critical reasoning ability in the application of leadership theories and practices to real-life situations.

These course objectives align with the objectives set forth by the National Communication Association's "Learning Outcomes in Communication" (LOC) Project. Specifically, this course aligns with LOC #2: "Employ Communication Theories, Perspectives, Principles, and Concepts" because through their experience in the course, upon completion of the course, students will be able to:

- Explain Communication theories, perspectives, principles, and concepts
- Synthesize Communication theories, perspectives, principles, and concepts
- Apply Communication theories, perspectives, principles, and concepts
- Critique Communication theories, perspectives, principles, and concepts

Course Requirements

Three Exams

Exams are open book essay exams. They are designed as learning tools as much as they are designed as exams. If you read, highlight, and thoughtfully review the text / assigned readings before class, participate in classroom activities, and complete all written assignments, you will be prepared for these essay exams.

Exams 1 & 2 are worth 30% of your final course grade; the final exam is worth 20% of your final course grade.

Participation

You will be expected to participate meaningfully during every class. Subjective evaluation of your participation will take into consideration not the number of times you participate, but the quality of your contributions to discussion. It will also involve subjective assessment of your overall attitude and attention (see “rules” below). Your attitude also includes your demonstrated interest in learning and growing as a student. This includes your learning and growth in written and oral assignments.

Participation is 5% of your final course grade.

Written and Oral Assignments

Written and oral assignments are designed to help you thoughtfully consider leadership theory in a variety of contexts, demonstrate your ability to apply theoretical ideas in a variety of contexts, and help develop your college-level writing skills. I never count pages; I look at quality over quantity. However, excessively long or unreasonably short papers are usually problematic.

The written and oral assignments comprise 45% of your final course grade.

Written and oral assignments this semester are as follows:

Leadership vs Management – Due Weekend #1

In this short essay (more than 600 but less than 1000 words), the student will explain the difference between leadership and management. This paper should not simply be a list of differences; please use the general 5-paragraph format. This means the student should write a very brief

introduction that creates interest for the reader and previews the three to five key claims made in the paper, then transition into the body of the paper, where each of the key claims tends to be discussed *and supported* in its own paragraph. Transitions should be incorporated that move the reader between each idea (paragraph), and there should be a transition into the conclusion, where the writer will briefly summarize the key ideas and provide closure.

This paper may cite the textbook, but should also cite *at least two* credible external sources (Wikipedia is not a credible source; academic sources are preferred). An APA formatted source list should be included at the end of the essay; it does not need to be on its own page.

The Leader I Know – Due Weekend #1

Each student will select a leader that he/she knows personally and write an essay about that individual (approximately 600-1000 words). This paper should: (1) introduce the reader to the leader, (2) describe the leadership used by the individual and provide at least 2 examples to support this description, (3) relate the leader's leadership behaviors to one or more leadership theories from the textbook and provide examples to support your comments, and (4) discuss the perceived effectiveness of the leader's style by providing specific supporting evidence. You are expected to cite the text.

The purpose of this assignment is to focus on the leaders in our lives who may not be well-known by the public but who make important contributions to our lives, organizations and communities.

Consider using the description of this assignment to create an outline for this paper. Include an introductory and concluding paragraph and write strong, clear transitions between your ideas.

Profile of a leader – Due Weekend #2

Examine a famous leader by applying concepts and theories explored in this course. Follow this outline:

- a.) Open your essay with an opening paragraph describing the leader and summarizing the leadership theory that you will be addressing. (Keep the background information very brief. This is not a biographical sketch.)
- b.) Name three specific leadership skills, three specific leadership behaviors and three specific leadership traits of this leader.
- c.) Name the leadership skill, leadership behavior and leadership trait that you think best explains the success of this leader, and explain why.

- d.) Apply this leader's approach or style to one of the leadership theories discussed in this course. (apply = give an example)
- e.) Explain why this leadership style or approach has been successful for this leader and make logical arguments supporting your case.
- f.) Write a summarizing paragraph.

Cite at least two direct or paraphrased quotes from the Northouse textbook.

This paper should be at least 3 but not 6 pages long. Consider using the description of this assignment to create an outline for this paper. Include an introductory and concluding paragraph and write strong, clear transitions between your ideas. You'll be discussing this paper informally in class.

Letter to a Toxic Leader – Due Weekend #2

In this short essay (500-800 words), students will write a letter to a toxic leader from our world or your personal history. Reflect on their specific leadership episodes, processes, by-products. Begin several paragraphs with either: "If you had only known..." or "Perhaps you knew..."[and complete the phrase with lessons gained from your reading, citing the text as necessary]. You will read this paper aloud in class, so write with discretion to protect the guilty!

The Ideal Leadership Theory – paper and formal oral presentation – Due Weekend #3

In this 3-page essay, students will reflect upon what they have learned in the course and provide thoughts on what the "ideal" leadership theory might be. The ideas in this paper will be presented formally to the class on the last Friday we meet.

Course Schedule

Weekend 1

Complete the following chapter readings (be prepared to discuss and work through these)

- Introduction
- Trait Approach
- Skills Approach
- Style Approach

Complete the following papers

- Leadership vs Management
- The Leader I Know (completed in class)

Weekend 2

Complete the following chapter readings (be prepared to discuss and work through these)

- Situational Approach
- Contingency Theory
- Path-Goal Theory
- Leader-Member Exchange Theory
- Transformational Leadership

Complete the following papers

- Profile of a Leader
- Letter to a Toxic Leader

Weekend 3

Complete the following chapter readings (be prepared to discuss and work through these)

- Servant Leadership
- Women and Leadership
- Culture and Leadership

Complete the following paper and be prepared to give a formal presentation on it:

- The Ideal Leadership Theory