

**Oakland University**  
**HRD 3510 Principles of Leadership**  
**Winter 2018**

Thursday 6:30-9:50PM  
South Foundation Hall 273

<b>Instructor</b>	Rick Damman, MBA
<b>Office Hours</b>	By appointment 248.370.4109 <a href="mailto:Damman@oakland.edu">Damman@oakland.edu</a>
<b>Required Text</b>	Northouse, P. <i>Leadership Theory and Practice</i> , 5 <sup>th</sup> or 6 <sup>th</sup> ed., Thousand Oaks, CA: Sage Publications.  Rowe, W.G. <i>Cases in Leadership</i> , 2 <sup>nd</sup> ed., Thousand Oaks, CA: Sage Publications. ISBN 978-1-4129-8019-7
<b>Supporting Information</b>	Other handouts and online links will be provided as required to supplement the textbook through MOODLE.
<b>Course Description</b>	This course focuses on the major leadership theories and their applications in a wide variety of settings, and includes opportunities for students to evaluate and enhance their own leadership potential.
<b>Course Objectives</b>	<b>Upon successful completion of this course, students will be able to:</b> <ul style="list-style-type: none"><li>• Understand major research-driven leadership theories</li><li>• Apply appropriate leadership theories to a variety of organizational contexts</li><li>• Think critically about leadership writing</li><li>• Describe some of the creative and innovative knowledge needed for effective leadership</li><li>• Describe some of the qualities of good leadership</li></ul>
<b>Course Structure</b>	This course combines readings with experiential learning and emphasizes active participation in class discussions and presentations. Class convenes weekly to discuss and analyze leadership concepts and related case scenarios. Emphasis is placed on identifying and developing leadership abilities through assigned readings, self-assessment, in-class activities and reflection.

## **Attendance**

Attendance is mandatory. Absence from class will negatively affect your grade according to the following schedule:

1. An Attendance sheet will be available at the beginning of each class. It is the Student's responsibility to sign in. Your attendance will factor into your class participation grade.
2. If a class is missed on an assignment due date, the assignment will still be due at the time noted in the syllabus.
3. Each student is responsible for obtaining notes and handouts for the missed class; the instructor will not keep them.

## **Expectations**

1. Come to class prepared. In my own preparation, *I assume that you have at minimum completed the assigned readings each week.*
2. Do your fair share and help others participate and learn.
3. Think critically and provide constructive feedback.
4. A broad understanding of organizational leadership is critical in the HRD field. Also critical in HRD is the ability to communicate and interact. I expect a knowledgeable, communicative and interactive environment in our classroom.

## **Plagiarism**

n 1: a piece of writing that has been copied from someone else and is presented as being your own work 2: the act of plagiarizing; taking someone's words or ideas as if they were your own.

\*If you are uncertain about how to give credit to another source, or are unsure whether or not your writing constitutes plagiarism, please see your instructor.

Plagiarism is prohibited and could result in severe penalties up to and including expulsion from the university.

## **Class Participation**

Class participation will be graded on the basis of your attendance sign-in, active involvement in the class, and your team's readouts of recent leadership articles. Each team is expected to research and bring to class a copy of a recent article dealing with a current leadership issue. Teams will be called on to give a brief synopsis of the article during class.

Active involvement in all aspects of class is expected. Enter into the discussion enthusiastically, share your experiences, provide constructive feedback and receive it openly.

**Competition** Your classmates are not the competition. In the classroom and on project work, they are a resource and together you have an opportunity to further your learning. Grading will therefore be on a straight scale (not on a curve) based on consistent standards.

**Class Preparation** You are expected to have read the assigned readings and completed any other assignments prior to coming to class.

**Success Tips** I want you to be successful, and I make the assumption that you come to this class wanting to be successful. Attending class, working with classmates to learn together and to support one another with information and insights, as well as completing assignments, will help you expand your learning.

## Assignments – 400 Points Possible

**\*\*Points possible and relative weight of assignments are subject to change**

Assignment	Points Possible
Chapter Paper & Presentation	100
Team Leadership Case Analysis & Presentation	125
Class Participation & In class testing	125
Leadership Story, Agenda, and Path	50
Total Points Possible:	400

You will be evaluated based upon individual and team performance, the quality of your work and class participation.

### Chapter Paper and Presentation (100 Points)

Each student will be awarded one chapter from the course text *Leadership Theory and Practice* to summarize and present to the class on the date noted in the *Course Schedule and Assignment Due Dates* table above. Chapter assignments will be made during the first class meeting, and chapter presentations will commence with Chapter Two during the 3<sup>rd</sup> class session. This assignment requires completion of two components:

1. 20-minute in-class chapter presentation with 7-10 PowerPoint® slides
2. Written summary of chapter (750-1,000 words) that includes:
  - a. Overview of the chapter content
  - b. Detailed review and explanation of three key ideas or concepts from the chapter
  - c. Example(s) of how the key chapter concepts can be applied

While chapter papers and presentations may be shared by three or more students working together on the same chapter, student scores can vary based on individual contribution.

## **Team Leadership Case Analysis Paper and Presentation (125 Points)**

This assignment provides an opportunity for students to demonstrate their ability to identify and apply course-related material in real-world situations. Each team of 5-6 students will select one of the six Case scenarios offered by the instructor from the *Cases in Leadership* text and provide the following components:

1. Written summary of the team's analysis (5-10 pages) that includes:
  - a. Synopsis / bulleted list of key observations about the case
  - b. Analysis (responses to the Case Assessment Questions)
  - c. Supporting information
2. 15 to 20-minute in-class presentation of findings outlined in the written summary
3. Completed team evaluation form - each student must provide confidential ratings for each team member, including themselves, based on each individual's contribution to the team's Leadership Case Analysis Paper and Presentation assignment. Team Member Evaluation forms must be completed, signed, and submitted with the assigned paper during the 9<sup>th</sup> class session.

## **Leadership Story, Agenda, and Path (50 Points)**

On or before class session #13, each student will provide a 3-5 page document that includes their:

1. Leadership Story
2. Leadership Agenda
  - a. goals / objectives
  - b. development plan
  - c. timeline
3. Leadership Path
4. Summary discussion covering the following areas:
  - a. How have your life experiences shaped your leadership pathway?
  - b. How does your experience inform the way you lead?
  - c. What are the two most formidable obstacles to achieving your success?

## Course Schedule & Assignment Due Dates

<i>Wk</i>	<i>Date</i>	<b>Class Activity</b>	<b>Assignment Due</b>
#1	1/4/18	<ul style="list-style-type: none"> <li>• Introductions</li> <li>• Course Overview</li> </ul>	<ul style="list-style-type: none"> <li>• Chapter Paper and Presentation Selection</li> </ul>
#2	1/11/18	<ul style="list-style-type: none"> <li>• Chapter 1: Introduction to Leadership</li> <li>• Team Case Analysis Work</li> </ul>	<ul style="list-style-type: none"> <li>• Team Case Analysis Selection</li> </ul>
#3	1/18/18	<ul style="list-style-type: none"> <li>• Chapter 2: Trait Approach</li> <li>• Team Case Analysis Work</li> </ul>	<ul style="list-style-type: none"> <li>• Chapter 2 Paper &amp; Presentation</li> </ul>
#4	1/25/18	<ul style="list-style-type: none"> <li>• Chapter 3 &amp; 4: Skills &amp; Style Approach</li> <li>• Team Case Analysis Work</li> </ul>	<ul style="list-style-type: none"> <li>• Chapter 3 &amp; 4 Paper &amp; Presentation</li> </ul>
#5	2/1/18	<ul style="list-style-type: none"> <li>• Chapter 5: Situational Approach</li> <li>• Team Case Analysis Work</li> </ul>	<ul style="list-style-type: none"> <li>• Chapter 5 Paper &amp; Presentation</li> </ul>
#6	2/8/18	<ul style="list-style-type: none"> <li>• Chapter 6: Contingency Theory</li> <li>• Team Case Analysis Work</li> </ul>	<ul style="list-style-type: none"> <li>• Chapter 6 Paper &amp; Presentation</li> </ul>
#7	2/15/18	<ul style="list-style-type: none"> <li>• Chapter 7: Path-Goal Theory</li> <li>• Team Case Analysis Work</li> </ul>	<ul style="list-style-type: none"> <li>• Chapter 7 Paper &amp; Presentation</li> </ul>
#8	3/1/18	<ul style="list-style-type: none"> <li>• Chapter 8: Leader-Member Exchange Theory</li> <li>• Team Case Analysis Work</li> </ul>	<ul style="list-style-type: none"> <li>• Chapter 8 Paper &amp; Presentation</li> </ul>
#9	3/8/18	<ul style="list-style-type: none"> <li>• Chapter 9: Transformational Leadership</li> <li>• Case Analysis #1 Presentation</li> </ul>	<ul style="list-style-type: none"> <li>• Chapter Paper 9 &amp; Presentation</li> <li>• <b>Team Eval &amp; Case Analysis Papers</b></li> </ul>
#10	3/15/18	<ul style="list-style-type: none"> <li>• Chapter 10: Authentic Leadership</li> <li>• Case Analysis #2 Presentation</li> </ul>	<ul style="list-style-type: none"> <li>• Chapter 10 Paper &amp; Presentation</li> </ul>
#11	3/22/18	<ul style="list-style-type: none"> <li>• Chapter 11: Team Leadership</li> <li>• Case Analysis #3 Presentation</li> </ul>	<ul style="list-style-type: none"> <li>• Chapter 11 Paper &amp; Presentation</li> </ul>
#12	3/29/18	<ul style="list-style-type: none"> <li>• Chapter 13: Women &amp; Leadership</li> <li>• Case Analysis #4 Presentation</li> </ul>	<ul style="list-style-type: none"> <li>• Chapter 13 Paper &amp; Presentation</li> </ul>
#13	4/5/18	<ul style="list-style-type: none"> <li>• Chapter 14: Culture &amp; Leadership</li> <li>• Case Analysis #5 Presentation</li> </ul>	<ul style="list-style-type: none"> <li>• Chapter 14 Paper &amp; Presentation</li> <li>• <b>Leadership Story, Agenda, &amp; Path</b></li> </ul>
#14	4/12/18	<ul style="list-style-type: none"> <li>• Chapter 15: Leadership Ethics</li> <li>• Summary</li> </ul>	<ul style="list-style-type: none"> <li>• Paper &amp; Presentation</li> </ul>

While every effort will be made to maintain the schedule as outlined, class schedule, class outlines, etc. Are subject to change throughout the semester.