

HRD 6100 - Leadership Development & Theory
Winter 2018
Wednesdays, 6:30 PM

Instructor: Daniel A. Arnold, Ph.D.

Office Hours: By appointment

Required Texts

Northouse, P.G. (2015). *Leadership theory and practice*, 7th ed. Sage: Thousand Oaks, CA.

Guerrero, L & Rowe, W. (2015). *Cases in leadership*, 4th ed. Sage: Thousand Oaks, CA.

Course Objectives

After completing this course, students will be able to:

- Understand the major, research-driven leadership theories.
- Apply appropriate leadership theories to a variety of organizational contexts.
- Understand common approaches to developing leadership and their application in organizations.

Course Structure

This course is structured 'seminar style' with a balance of instructor and student-led discussion and activities. Seminar style is characterized by conversation-driven learning. We will complete a wide variety of in-class and out-of-class assignments. Your learning outcomes will be contingent upon your participation, enthusiasm, and interest in the topic.

Attendance

You are allowed up to two unexcused absences. After the first two unexcused absences, points will be deducted from your final grade.

Expectations

- Come to class prepared. In my own preparation, I assume that you have at minimum completed the assigned readings and other "Pre class" assignments each week and thought about how each theory could apply at work or situations you've experienced.
- Do your fair share, and help others participate and learn.
- Think critically and provide constructive feedback.

Plagiarism

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.

Academic Conduct

You are expected to uphold standards of academic honesty as outlined in the Oakland University undergraduate catalog under the section titled, "Academic Conduct". Academic dishonesty may result in a numerical grade of 0.0 for this course.

ADA Accommodations

Students who need additional accommodations are urged to address their concerns to the instructor. I will work with you to ensure your opportunity to succeed in this course. Additional help can be obtained through the Office of Disability Support Services, 103A North Foundation Hall.

Grading

You will be evaluated based upon these general areas:

Grade Item	Percentage of Overall Grade
Attendance & Participation*	20%
Leader Analysis Paper	20% (5% first draft; 15% final submission)
Midterm	20%
Case Study Facilitation	20%
Leader Assessment	20%

What is Participation?

Participation includes both the discussions and activities we complete in class each week along with those we complete online prior to class. Active involvement in all aspects of class is expected. Some ground rules:

1. Enter into the discussion enthusiastically;
2. Share your experience;
3. Confine your discussion to the topic at hand;
4. Listen and take accurate notes;
5. Provide constructive feedback and receive it openly;
6. Appreciate others' points of view;
7. Let others speak
8. Know your stuff; read your assignments!