

MGMT 410 Essentials of Leadership

Credit Hours: 3

Scheduled hours per week 3

Lecture: # **Lab:** #

Other: May be taught as e-course, hybrid, or traditional

Catalog Course Description:

This course explores the nature, function, and importance of the leadership process in organizations and society. Topics studied include leader-follower relationships, leadership styles, and the development of current theories that help managers determine the “best” style of leadership to use based on situational analysis. A thorough review of the literature and research surrounding leadership will help the student find his/her leadership strengths and understand the source of leader strengths (nurture or nature). A service learning component may be required for this course.

Pre-requisites: MGMT 220, and/or MGMT 311 or 320

Co-requisites: N/A

Course Learning Outcomes:

Bachelors of Applied Science in Business Administration	
(BASBA) Program Outcomes	
<i>Management/Marketing concentration (M/M):</i>	
<ul style="list-style-type: none"> Communicate effectively and professionally both orally and in writing including complex report generation. 	X
<ul style="list-style-type: none"> Demonstrate and integrate the use functional areas of business including accounting, economics, finance, global business, management, marketing and the legal environment of business. 	X
<ul style="list-style-type: none"> Demonstrate the ability to work ethically, effectively, and respectfully with people of diverse backgrounds and with people whom have different roles, social affiliations, and personalities. 	X
<ul style="list-style-type: none"> Apply best practices in human resource management, organizational structure, and leadership techniques to manage a team or department. 	X
<ul style="list-style-type: none"> Apply marketing concepts to conduct internal marketing research studies, create and deploy business-to--consumer advertising campaigns, and deploy business-to-business functions including sales force management and procurement processes. 	

Bachelors of Science in Business Administration	
(BSBA) Program Outcomes	
<i>General Business Specialization (GenBus):</i>	
<ul style="list-style-type: none"> Communicate effectively and professionally both orally and in writing including complex report generation. 	X
<ul style="list-style-type: none"> Demonstrate the use of quantitative skills in analysis of complex business decisions 	X

with a global perspective.	
<ul style="list-style-type: none"> Demonstrate and integrate the use functional areas of business including accounting, economics, finance, global business, management, marketing and the legal environment of business. 	X
<ul style="list-style-type: none"> Demonstrate the ability to work ethically, effectively, and respectfully with people of diverse backgrounds and with people whom have different roles, social affiliations, and personalities. 	X
<ul style="list-style-type: none"> Demonstrate the ability to solve complex business and organizational problems using programmed and non-programmed decision techniques using logical reasoning for evaluating information and data. 	X
<ul style="list-style-type: none"> Apply best practices in management of functional areas including Human Resources, development and analysis of organizational design and structure, and leadership techniques to manage a team or department. 	X
<ul style="list-style-type: none"> Demonstrate an understanding of complex marketing concepts including developing and deploying research studies for data collection and analysis, creating and deploying both B2C and B2B functions including procurement, supply chain management, and other marketing analysis. 	
<ul style="list-style-type: none"> Be admission-ready for a Master of Business Administration program if desired. 	X

Topics to be studied:

- Understand the nature, function, and importance of the leadership process in organizations and society.
- Differentiate between leadership and management skills and tasks.
- Understand the co-dependent relationship between leaders and followers.
- Understand the styles of leadership that are inherent in most individuals and in him/herself under various work and life situations.
- Understand the models of leadership theory that are common in the literature, including: contingency, situational, autocratic, democratic, consultative, laissez-faire, participatory/Japanese, path-goal, leader assumptions (Theory X and Y, Theory Z,) trait "great man" theory, behavioral theory, "pop culture" theories, least preferred co-worker, and transformational theory.
- Review the research that has been conducted about the leadership process and the myths that have been dispelled from the research findings.
- Understand what causes individuals to use various leadership styles, including the "nurture or nature" debate as well as the effects of character, personality, intelligence, and charisma.
- Have an appreciation for the "best" style of leadership according to the research.

Relationship of Course to General Education Learning Outcomes:	
Composition and Rhetoric Students illustrate a fundamental understanding of the best practices of communicating in English and meet the writing standards of their college or program-based communication requirements.	X
Science & Technology Students successfully apply systematic methods of analysis to the natural and physical world, understand scientific knowledge as empirical, and refer to data as a basis for conclusions.	
Mathematics & Quantitative Skills Students effectively use quantitative techniques and the practical application of numerical, symbolic, or spatial concepts.	

<p>Society, Diversity, & Connections Students demonstrate understanding of and a logical ability to successfully analyze human behavior, societal and political organization, or communication.</p>	
<p>Human Inquiry & the Past Students interpret historical events or philosophical perspectives by identifying patterns, applying analytical reasoning, employing methods of critical inquiry, or expanding problem-solving skills.</p>	X
<p>The Arts & Creativity Students successfully articulate and apply methods and principles of critical and creative inquiry to the production or analysis of works of art.</p>	
<p>10/20/2017</p>	

Special requirements of the course:

Name a Leader Project

Additional information:

Anything else that may be useful.

Prepared by: Wooten

Date: 10/20/2017