



# Business Administration

Course Number: **BUAD 370**

Course Title: **LEADERSHIP**

Credits: 3

Calendar Description: Learners will examine what leadership involves and its influence and relationship among leaders and followers. Theories, approaches, and models of leadership will be explored to analyze effectiveness in managing diverse, changing, and global environments. Students will assess their own potential for leadership through in-depth examination of concepts such as personality styles, emotional intelligence, and values.

Semester and Year: **WINTER 2021**

Prerequisite(s): BUAD 262 and minimum third-year standing

Corequisite(s): No

Prerequisite to: No

Final Exam: Yes

Hours per week: 3

Graduation Requirement: BBA, Management Specialty area – Required

Substitutable Courses: No

Transfer Credit:

Special Notes:

Originally Developed:

EDCO Approval: May 2016

Chair's Approval:

A handwritten signature in blue ink, appearing to read "Hempel".

**Professors**

<b>Name</b>	<b>Phone number</b>	<b>Email</b>
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**Learning Outcomes**

<p>Upon completion of this course students will be able to</p> <ul style="list-style-type: none"> <li>• evaluate personal awareness through self- assessment tools, and apply this learning to team and group activities throughout the course.</li> <li>• critique the effectiveness of relevant leadership theories using material presented.</li> <li>• compare the differences between passive and active followership based on material provided.</li> <li>• evaluate their own followership style in the context of class activities.</li> <li>• discuss the challenges and opportunities of leading in less traditional roles, as demonstrated through industry leaders, case studies and interview assignment.</li> <li>• appraise their personal methods of power and influence to motivate self and others, as illustrated through team activities and self-assessment.</li> <li>• evaluate, through reflection of class materials and team assignments, the importance of respecting and optimizing diversity in your leadership approach.</li> </ul>
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**Course Objectives**

<p>This course will cover the following content:</p> <ul style="list-style-type: none"> <li>• Definitions of leadership</li> <li>• Contingency theories of leadership</li> <li>• Transformational, charismatic, courageous, moral and servant leadership</li> <li>• Vision and strategic direction</li> <li>• Emotional intelligence</li> <li>• Personality assessment and instruments such as StrengthsFinder and Myers-Briggs Type Indicator ( MBTI)</li> </ul>	<ul style="list-style-type: none"> <li>• Diversity and leadership</li> <li>• Followership</li> <li>• Online and distributed leadership</li> <li>• Change management</li> <li>• Culture and values</li> <li>• Power and influence</li> <li>• Management of self and others</li> </ul>
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**Evaluation Procedure**

Team Assignment (s)	30%
Individual Leadership Plan*	30%
Exam*	20%
Online Participation and Discussions	20%
Total**	100%

**Notes**

**Assignment details and dues dates are available in Moodle.**

\*To pass the course students must obtain an overall passing average grade on their leadership plan and online open book exam (minimum of 25% of the 50% combined marks assigned to these two components of the course).

\*\*Oral and written communication is a critical component of all assignments and exams and as such, is an important criteria in the evaluation of all course work (must meet a minimum of third-year standing).

Late Policy: Since the assignment evaluation criteria and due dates are defined in the course outline, **I am unable to accept any late work** in fairness and equality to all students in the class. Assignments that do not meet the scheduled timeframes receive a grade of zero.

The required course readings (e-book chapters and articles) have been selected for their professional discussions about leadership. Additional further readings will be selected (by your professor and team presenters) and are also 'required' to be read each week. It is compulsory that you read the selected 'required' weekly articles and e-book chapters prior to our online class, this is a minimum requirement, with further suggested additional weekly readings highly encouraged (in that any additional readings will strengthen your presentations, exam answers and leadership plan). You will want to refer to the 'Required Readings List' below.

The required readings list can be accessed through Okanagan College Library's one line course reading/resources list software, Talis Aspire at [BUAD 370 Leadership](#). You will notice the Talis Aspire link posted in your Moodle course shell under 'Welcome' title 'Required Readings List\_Talis Aspire Link'. Further details on the required readings are available in Moodle

Course Schedule

Date		Topic Themes	Required Readings Note: Additional readings will be selected by students for team seminar presentations	Required Activities and Assignment Due dates
Week	Week of			
1	Jan. 11	Leading in the VUCA Context of the 21 <sup>st</sup> Century		
2	Jan. 18	Thinking Critically about Leadership and the Evolution of Leadership Theories/Approaches		
3	Jan. 25	Leadership through Resilience and Well-being		
4	Feb. 1	Leadership through Emotions		
5	Feb. 8	Leadership through Personality, Preferences and Perceptions		
6	Feb. 15	READING BREAK	NO CLASS	
7	Feb. 22	Leadership through Adaptability Leadership through Followership		
8	Mar. 1	Leadership through Virtues (Ethical Leadership and Servant Leadership)		

9	Mar. 8	Leadership through Authenticity Destructive Leadership		
10	Mar. 15	Leadership through Diversity (Gender and Culture)		
11	Mar. 22	Exam (covers weeks 1-10)		
12	Mar. 29	Leadership through Strengths		
13	Apr. 5	EASTER	<b>NO MONDAY CLASS</b>	
14	Apr. 12	Review and Integration		Leadership Plan Due  Note: No final exam
15	Apr. 19	Final Exam Period Wed. Apr. 19-28		

## **SKILLS ACROSS THE BUSINESS CURRICULUM**

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The Okanagan School of Business promotes core skills across the curriculum. These skills include reading, written and oral communications, computers, small business, and academic standards of ethics, honesty and integrity.

## **STUDENT CONDUCT AND ACADEMIC HONESTY**

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### **What is the Disruption of Instructional Activities?**

At Okanagan College (OC), disruption of instructional activities includes student “conduct which interferes with examinations, lectures, seminars, tutorials, group meetings, other related activities, and with students using the study facilities of OC”, as well as conduct that leads to property damage, assault, discrimination, harassment and fraud. Penalties for disruption of instructional activities include a range of sanctions from a warning and/or a failing grade on an assignment, examination or course to suspension from OC.

### **What is Cheating?**

“Cheating includes but is not limited to dishonest or attempted dishonest conduct during tests or examinations in which the use is made of books, notes, diagrams or other aids excluding those authorized by the examiner. It includes communicating with others for the purpose of obtaining information, copying from the work of others and purposely exposing or conveying information to other students who are taking the test or examination.”

Students must submit independently written work. Students may not write joint or collaborative assignments with other students unless the instructor approves it in advance as a group/team project. Students who share their work with other students are equally involved in cheating.

### **What is Plagiarism?**

Plagiarism is defined as “the presentation of another person’s work or ideas without proper or complete acknowledgement.” It is the serious academic offence of reproducing someone else’s work, including words, ideas and media, without permission for course credit towards a certificate, diploma, degree and/or professional designation. The defining characteristic is that the work is not yours.

“Intentional plagiarism is the deliberate presentation of another’s work or ideas as one’s own.” Intentional plagiarism can be a copy of material from a journal article, a book chapter, data from the Internet, another student, work submitted for credit in another course or from other sources.

“Unintentional plagiarism is the inadvertent presentation of another’s work or ideas without proper acknowledgement because of poor or inadequate practices. Unintentional plagiarism is a failure of scholarship; intentional plagiarism is an act of deceit.”

### **What are the Students’ Responsibilities to Avoid Plagiarism?**

Students have a responsibility to read the OC Plagiarism Policy and Procedures outlined in the OC calendar, which is available in online format [www.okanagan.bc.ca](http://www.okanagan.bc.ca). Students must acknowledge the sources of information used on all their assignments. This usually involves putting the authors’ name and the year of publication in parentheses after the sentence in which you used the material, then at the end of your paper, writing out the complete references in a Reference section.

“Students are responsible for learning and applying the proper scholarly practices for acknowledging the work and ideas of others. Students who are unsure of what constitutes plagiarism should refer to the UBC publication “*Plagiarism Avoided; Taking Responsibility for your Work*”. This guide is available in OC bookstores and libraries.

Students are expected to understand research and writing techniques and documentation styles. The Okanagan School of Business requires the use of the APA or MLA style, but suggests that students cite references using the APA guidelines (see Publication Manual of the American Psychological Association, 6<sup>th</sup> edition (2009)). A copy of the APA manual is available in the reference section and also available for circulation from OC libraries. The library website has access to these two major citing styles.

### **What are the Penalties for Plagiarism and Cheating?**

The Okanagan School of Business does not tolerate plagiarism or cheating. All professors actively check for plagiarism and cheating and the Okanagan School of Business subscribes to an electronic plagiarism detection service. All incidents of plagiarism or cheating are reported and result in a formal letter of reprimand outlining the nature of the infraction, the evidence and the penalty. The Dean of the Okanagan School of Business and the Registrar record and monitor all instances of plagiarism and cheating. Penalties for plagiarism and cheating reflect the seriousness and circumstances of the offence and the range of penalties includes suspension from OC.