# Wayland Logo Wayland Logo

Online

School of Business

# 2. UNIVERSITY MISSION STATEMENT

Wayland Baptist University exists to educate students in an academically challenging, learning-focused and distinctively Christian environment for professional success, and service to God and humankind.

# 3. COURSE NUMBER & NAME:

MGMT 5306-VC, Leadership and Management Development

# 4. TERM:

# Spring 1, 2021

# 5. INSTRUCTOR:

Dr. Ernesto Escobedo, PhD, J.D. Exec, MBA, SPHR, SHRM-SCP

# 6. CONTACT INFORMATION:

Office phone: 210-269-8178

WBU Email: [ernesto.escobedo@wbu.edu](mailto:ernesto.escobedo@wbu.edu)

# 7. OFFICE HOURS, BUILDING & LOCATION:

Monday - Friday 6pm - 9pm CST

# 8. COURSE MEETING TIME & LOCATION:

Meeting day & time:

Online

# 9. CATALOG DESCRIPTION:

Current and historical leadership theories with emphasis on viewing the leadership function in the context of organizational behavior and design; assessment of organization change, performance, staffing, training and development, and diversity; measurement of results; ethical implications and social responsibility

# 10. PREREQUISITE:

BUAD 5300 (For the M.P.A. MGMT 3304 only)

# 11. REQUIRED TEXTBOOK AND RESOURCE MATERIAL:

| **BOOK** | **AUTHOR** | **ED** | **YEAR** | **PUBLISHER** | **ISBN#** | **UPDATED** |
| --- | --- | --- | --- | --- | --- | --- |
| Developing Management Skills | Whetten | 9th | 2016 | Pearson | 9780-13312-7478 | 4/13/15 |

# 12. OPTIONAL MATERIALS

As provided by Instructor.

# 13. COURSE OUTCOMES AND COMPETENCIES:

* Evaluate how the various leadership and management theories function in organizational behavior and design.
* Evaluate the essential components of managing and leading change.
* Develop core competencies found in effective leadership.

# Synthesize Spiritual Gifts into three views of leadership.

# 14. ATTENDANCE REQUIREMENTS:

As stated in the Wayland Catalog, students enrolled at one of the University’s external campuses should make every effort to attend all class meetings. All absences must be explained to the instructor, who will then determine whether the omitted work may be made up. When a student reaches that number of absences considered by the instructor to be excessive, the instructor will so advise the student and file an unsatisfactory progress report with the campus executive director. Any student who misses 25 percent or more of the regularly scheduled class meetings may receive a grade of F in the course. Additional attendance policies for each course, as defined by the instructor in the course syllabus, are considered a part of the University’s attendance policy.

# 15. STATEMENT ON PLAGIARISM & ACADEMIC DISHONESTY:

Wayland Baptist University observes a zero tolerance policy regarding academic dishonesty. Per university policy as described in the academic catalog, all cases of academic dishonesty will be reported and second offenses will result in suspension from the university.

# 16. DISABILITY STATEMENT:

In compliance with the Americans with Disabilities Act of 1990 (ADA), it is the policy of Wayland Baptist University that no otherwise qualified person with a disability be excluded from participation in, be denied the benefits of, or be subject to discrimination under any educational program or activity in the university. The Coordinator of Counseling Services serves as the coordinator of students with a disability and should be contacted concerning accommodation requests at (806) 291-3765. Documentation of a disability must accompany any request for accommodations.

# 17. COURSE REQUIREMENTS and GRADING CRITERIA:

(Include information about term papers, projects, tests, presentations, participation, reading assignments, etc. and how many points or what percentage of the final grade each of these components or assignments is worth)

Course Requirements and Grading Criteria:

Midterm Exam = 20%

Final Exam = 20%

Research Paper = 20%

Discussion Questions: 40%

Total 100%

Total Grading: 100-90 (A); 89-80 (B); 79-70 (C); 69-60 (D); 59-below (F).

The midterm and final exam is a combination of multiple choice, true/false, fill in the blank, short essay, and/or model/pictorial diagram identification.

Research Paper. Guidance provided in the class Announcements.

**17.1 Include Grade Appeal Statement:** “Students shall have protection through orderly procedures against prejudices or capricious academic evaluation. A student who believes that he or she has not been held to realistic academic standards, just evaluation procedures, or appropriate grading, may appeal the final grade given in the course by using the student grade appeal process described in the Academic Catalog. Appeals may not be made for advanced placement examinations or course bypass examinations. Appeals are limited to the final course grade, which may be upheld, raised, or lowered at any stage of the appeal process. Any recommendation to lower a course grade must be submitted through the Vice President of Academic Affairs/Faculty Assembly Grade Appeals Committee for review and approval. The Faculty Assembly Grade Appeals Committee may instruct that the course grade be upheld, raised, or lowered to a more proper evaluation.”

# 18. TENTATIVE SCHEDULE

Week Requirement

Week 1

Post introductions on Discussion Board

Chapter 1: Developing Self-Awareness

Week 2

Chapter 2: Managing Stress and Well-Being

Chapter 3: Solving Problems Analytically and Creatively

Week 3

Chapter 4: Building Relationships by Communicating and Supportively

Chapter 5: Gaining Power and Influence

Week 4

Midterm Exam (Ch 1-5)

Week 5

Chapter 6: Motivating Others

Chapter 7: Managing Conflict

Week 6

Chapter 8: Empowering and Engaging Others

Chapter 9: Building Effective Teams and Teamwork

Week 7

Week Chapter 10: Leading Positive Change

Research Paper due

Week 8

Final Exam (Ch 6-10)

# 19. ADDITIONAL INFORMATION

Welcome to Class, if questions, please contact me at 210-269-8178 (text/cell).