# WBU Flame logo "WBUlogo"

Online

School of Business

# 1. UNIVERSITY MISSION STATEMENT

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

# 2. COURSE NUMBER & NAME:

MGMT 5306-section number, Leadership and Management Development

# 3. TERM:

Spring 2020

# 4. INSTRUCTOR:

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

# 5. CONTACT INFORMATION:

Office phone: 210-269-8178

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

# 6. OFFICE HOURS, BUILDING & LOCATION:

Monday - Friday 6pm - 9pm CST

# 7. COURSE MEETING TIME & LOCATION:

Online

# 8. 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

# 9. PREREQUISITE:

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

# 10. 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 |
| **AND** |  |  |  |  |  |  |
| Leadership: Theory and Practice | Northouse | 8th | 2015 | Sage | 9781-48331-7533 | 4/20/15 |

# 11. OPTIONAL MATERIALS

As provided by Instructor.

# 12. COURSE OUTCOMES AND COMPETENCIES:

* Compare and contrast the eight roles of leadership.
* Describe how leaders communicate effectively.
* Describe how to build effective teams.
* Explain why conflict is considered “productive tension”.
* Describe the core competencies of Leadership.
* Develop and communicate a vision, goals and objectives.
* Describe a productive work environment.
* Demonstrate the ability to make effective oral presentations.
* Describe the essential components of managing change.

# 13. 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.

# 14. 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.

# 15. 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.

# 16. 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)

**16.1 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.”

# 17. SCHEDULE

Week Requirement

1. Post introductions on Discussion Board

Review syllabus/Acknowledge Understanding

     N-Chapter 1 Introduction

     N-Chapter 2 Trait Approach

     DMS-Chapter 1: Developing Self-Awareness

2. N-Chapter 3 Skills Approach

     N-Chapter 4 Behavioral Approach

     DMS- Chapter 4: Building Relationships

3                     N-Chapter 5: Situational Approach

                       N-Chapter 6: Path-Goal Theory

                       DMS-Chapter 5: Gaining Power and Influence

4                     DMS- Chapter 6: Motivating Others

5    N-Chapter 7: Contingency Theories and Adaptive

Leadership

DMS- Chapter 8: Empowering and Engaging

Employees

6                     N- Chapter 8: Leader-Member Exchange Theory

                       DMS-Chapter 9: Building Effective Teams

and Teamwork

7                     N-Chapter 9: Authentic Leadership

                       N-Chapter 10: Servant Leadership

8                     N-Chapter 11: Adaptive Leadership

                       N-Chapter 12: Psychodynamic Approach

9                     N-Chapter 13: Leadership Ethics

  N-Chapter 14: Team Leadership

10                   Research Paper – Due by Sunday of Week 10

N-Chapter 15: Gender and Leadership

N-Chapter 16: Culture and Leadership

DMS-Chapter 10: Leading Positive Change

11                   Final Examination - Due by Friday of Week 11

# 18. ADDITIONAL INFORMATION

Students will be provided additional information in the class Announcements section.