



## School of Business

### **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.

### **COURSE NUMBER & NAME:**

MGMT 4306 Dynamics of Leadership

### **TERM:**

Spring 2 March 14, 2022 - May 7, 2022

### **INSTRUCTOR:**

Dr. Jessica Williams

### **CONTACT INFORMATION:**

Office phone: (806) 834-0519

WBU Email: [Jessica.williams@wayland.wbu.edu](mailto:Jessica.williams@wayland.wbu.edu)

### **VIRTUAL OFFICE HOURS:**

Mon Wed Thurs 10:00 am – 1:00 pm; Sat 11:00 pm – 2:00 pm (CST) Emails are answered after these hours as available.

### **COURSE MEETING TIME & LOCATION:**

Virtual, Students are expected to log on daily, participate in discussions, complete assignments by the due date, and ensure to regularly check emails and messages

### **CATALOG DESCRIPTION:**

Leadership theories that provide real-world insight into effective organizational leadership practices.

### **PREREQUISITE:**

MGMT 3304

**REQUIRED TEXTBOOK AND RESOURCE MATERIAL:**

BOOK	AUTHOR	ED	YEAR	PUBLISHER	ISBN#	UPDATED
<u>Leadership: Theory, Application and Skill Development</u>	Lussier	6th	2016	Cengage	9781-28586-6352	9/25/17

**COURSE OUTCOMES AND COMPETENCIES:**

- Identify the historical styles and approaches of leadership.
- Demonstrate a general knowledge of the content and motivations of leadership styles.
- Compare and contrast the styles of leadership.
- Explain the leadership style of Christ.

**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.

**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.

**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.

**COURSE REQUIREMENTS and EXPECTATIONS:**

Each week, there will be assignments and readings due. Please refer to the syllabus regarding these assignments along with the tentative due dates. If an assignment and/or a due date is changed from what is reflected in the syllabus, an announcement will be posted. Please be sure you are checking the announcements through out the week regarding any changes and any additional information regarding assignments.

### **Emailing your Professor**

When submitting messages, please do the following:

- Put a subject in the subject box that describes the email content with your name, course number, week and message subject. For example: YOUR NAME / MGMT4306 / WK2 ASSIGNMENT.
- Send emails to the email address listed on the first page of this syllabus.
- Please give details about your questions or concerns so I have all the information I need to best answer your question.

### **Requirements for Discussion Posts**

- An understanding of the question and course materials. Base your answer on the material you have read in the book and lecture notes. Show me you have read and understand the material in your answer. Feel free to use outside research but I do want to see you show me an understanding of the course materials rather than just basing your answer on information you "googled".
- Justify and explain your answers, don't just state them.
- Initial posts need to be at least 150 words in length
- Correct grammar, spelling and punctuation.
- Thoughtful responses to your fellow students' posts that extend the discussion or respectfully questions the response. You need to post more than "Great answer!" types of responses. Show an analysis of their post in your response.
- Responses to 2 other students' posts are required per each chapter's DQ.
- Each response should be at least 3 sentences that add a sense of discussion to their post. Great Job or I agree will not earn credit. I need to see that you are engaging in meaningful "conversation" in your posts.

### **LATE ASSIGNMENT POLICY**

Please note that it is the students' responsibility to plan ahead to submit assignments on time. I do not typically grant extensions. If you are traveling, etc. and are unsure of your access to the internet, it is strongly recommended that you plan ahead and submit assignments early. If for some reason the Blackboard system is down, and the class has trouble accessing the midterm or final exam (this is rare but has been known to happen) I will work with the class to create a new due date. The key is this: internet access is required for this course, if you are unsure of your potential access submit early! Generally, lack of internet access and computer issues are not acceptable excuses for late assignments.

I understand that there are times where extraordinary circumstances may occur in student's lives that impact their assignment submission. In these circumstances, course assignments (e.g., discussion postings, written assignments, etc.) might be granted an extension from the instructor. If you feel your circumstance may warrant an extension, please contact the instructor within one week of the original assignment due date to request an extension. Please note that failure to plan ahead and allow time to complete a project does not usually warrant an extension. You are welcome to turn the assignment in late; it will just have a late penalty (please see the following paragraph for more information on the course late policy).

All assignments are considered late if they are not submitted by 11:59 PM CST on the day they are due. For each week that assignments are late, a 10% deduction in the overall grade for that assignment will be enforced. Assignments will not be accepted after two weeks past the original due date, except with instructor permission. Instructor permission will be granted at the

instructor's discretion only for extraordinary circumstances, provided the student contacts the instructor within one week of the original discussion post due date to request the extension.

**Assignments will not be accepted after the last official day of class.**

**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."

## **TENTATIVE SCHEDULE**

\*All assignments are due no later than 11:59 pm of the week the assignment is due

<b>Week</b>	<b>Topic</b>	<b>Assignments</b>
<b>Week 1</b>  Monday, March 14 Sunday, March 20th	Leadership Skills and Traits	<b>Readings:</b> Chapter 1 Chapter 2  <b>Assignments:</b> Introduction Discussion Question Discussion Board Questions 1 & 2
<b>Week 2</b>  Monday, March 21st – Sunday, March 27th	Leadership Behavior, Motivation and Contingency Theories	<b>Readings:</b> Chapter 3 Chapter 4  <b>Assignments:</b> Discussion Board Questions 3 & 4

<b>Week 3</b>  Monday, March 28th – Sunday, April 3rd	Leadership Influencing and Communication, Coaching and Conflict Skills	<b>Readings:</b> Chapter 5 Chapter 6  <b>Assignments:</b> Discussion Board Questions 5 & 6
<b>Week 4</b>  Monday, April 4 <sup>th</sup> – Sunday April 10th	Followership	<b>Readings:</b> Chapter 7  <b>Assignments:</b> Discussion Board Questions 7  <u><b>Mid Term</b></u>
<b>Week 5</b>  Tuesday, April 11th – Sunday, April 17th	Self-Managed Teams and Charismatic vs Transformational Leadership	<b>Readings:</b> Chapter 8 Chapter 9  <b>Assignments:</b> Discussion Board Questions 8 & 9
<b>Week 6</b>  Monday, April 18th – April 24th	Culture, Ethics and Diversity	<b>Readings:</b> Chapter 10  <b>Assignments:</b> Discussion Board Questions 10 Review Questions Page 385
<b>Week 7</b>  Monday, April 25th – May 1st	Strategic Leadership, Change management and Crisis Leadership	<b>Readings:</b> Chapter 11 & 12  <b>Assignments:</b> Discussion Board Questions 11 & 12

<b>Week 8</b>  Monday, May 1st– Saturday May 7th	Wrap Up	<b>Assignments:</b>  Paper: The Leadership Style of Jesus Christ  <b><u>Final Exam</u></b>
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**\*Assignments will not be accepted after the last day of class!**

## **GRADING**

### **Distribution of Points**

Online Discussion	240 points
Midterm	200 points
Review Questions	120 points
Paper	240 points
Final	200 points

**Total** **1000 points**

### **Grading Scale**

A= 900 – 1000 points (90% - 100%)
B= 800 – 899 points (80% - 89%)
C= 700 – 799 points (70% - 79%)
A= 600 – 699 points (60%-69%)
A= 0-599 points (0%-59%)

**\*There will be no extra credit available.**

## TIPS FOR SUCCESS

The following tips will help you succeed in the course:

**Blackboard Login:** Our class weeks always start on Monday (unless a Holiday is noted). Students should plan to log in to class every Monday to view announcements, assignments, etc. You should also plan to log in several times each week to participate in discussions and to generally be a part of class. It is strongly recommended to set aside specific time each week to “attend” class by logging in just as you would to attend a lecture-style class. Make sure that you are checking the announcements throughout the week as important information regarding assignments will be posted there.

**Manage your Time:** Online learning requires good planning. Good planning allows you to plan for the unexpected sickness, travel requirements, Internet outages etc. Students should plan to spend 8-10 hours per week on this course, which would mean about 2 hours per day for 4 to 5 days of the week. This time is spent reading and reviewing course materials, composing discussion board responses, responding to classmates, and working on large assignments. Waiting until the last minute to submit assignments will appear to be rushed and will affect the quality of the work submitted.

**Syllabus:** The Syllabus contains important class policies, assignment information and due dates. Please review it carefully and note all important due dates and refer back to it often during the semester.