Wayland Baptist University, Virtual Campus, School of Business

1. 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.

2. Course: **MGMT 5306** – **VC01 Leadership and Management Development**

3. Term:

4. Instructor: Kelly Warren, Ph.D.

5. Office Phone and email: (806) 291-1023; warrenk@wbu.edu

6. Office Hours, Building, and Location; Nunn Business Building, Plainview Campus

7. Class Meeting Time and Location: Online

8. Catalog Description: An examination of current and historical leadership theories with emphasis on viewing the leadership function in the context of organizational behavior and design. Extensive discussion and review of leadership style and behavioral content in selected highly effective local and regional organizations. The leaders from some of those organizations will appear in class to make presentations, lead discussions, respond to student questions and help students generate modified theories of leadership effectiveness.

9. Prerequisites: none

10. Required Textbook and Resources:

**TEXTBOOK:**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **RE REQUIRED:**   |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Developing Management Skills | Whetten | 9th | 2016 | Pearson | 9780-13312-7478 | | **AND** |  |  |  |  |  | | Leadership: Theory and Practice | Northouse | 7th | 2016 | Sage | 9781-48331-7533 | |

11. Other Materials: Winston, B. (2003). *An integrative definition of leadership*. Virginia Beach, VA: School of Leadership Studies, Regent University. This article can be downloaded at: <http://www.regent.edu/acad/global/publications/ijls/new/vol1iss2/winston_patterson.doc/winston_patterson.htm>.

\*\*Other articles may be assigned.

12. Course Outcome Competencies:

Upon completion of this course the student should be able to:

* 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: Virtual Campus

14. Statement on Plagiarism and 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:

1. **Dialogues:** There will be 6, 1-week dialogues. Students are required to post 3 times during these one-week periods. [3 posts only per week] Worth: **30%**.

2. Students will write a **3000 Word Research Philosophy Paper** (APA guidelines) on the student’s leadership style based upon his/her research-based definition of leadership. This will also include application of the theory and leadership style to the place of employment. This paper is to be submitted in APA format and must be researched based! (See Leadership Philosophy Paper description).This paper is worth **35%** of the grade.

3. Students will write a **1500 Word Book Review**. Students will pick a relevant leadership book and review it. Reviews are more than summaries and this review must be written in a professional manner. This review is worth **10%** of the grade.

4. Students will develop a **PowerPoint Presentation**. Students will pick from a list of Organizational design structures, such as: bureaucratic, open systems, learning, natural (biological), etc., and appraise the effects of the chosen topic on leadership utilizing a Leadership Theory. These presentations will be prepared as if the student was presenting the findings orally. A maximum 20 slides should be used having the “notes” pages attached (thing you would say if presenting). Worth: **20%.**

5. Complete the **Motivational Gifts Survey** at <http://gifttest.org/index.html>. Write a 1 ½ page paper (1 in. margins, 12 point font, double-spaced) on how you might apply this self-assessment to leadership. The survey may also be used in your major paper. Worth: **5%**

**Course Grading:** The final grade will be determined in this manner:

* 30% Dialogues
* 35% Research Philosophy Paper
* 10% Book Review
* 20% Power Point Presentation
* 5% Motivational Gifts Survey