



**ONLINE CAMPUS
SCHOOL OF BUSINESS**

SYLLABUS

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** – {VC02}, Leadership and Management Development
3. Term: Summer 2017
4. Instructor: Dr. Ernesto Escobedo, Ph.D., MBA, SPHR, SHRM-SCP
5. Office Phone Number and WBU Email Address: (include area code and the email address to be utilized in this class): 210-269-8178 and Email: ernesto.escobedo@wayland.wbu.edu,
6. Office Hours, Building, and Location: By appointment
7. Class Meeting Time and 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. Prerequisites: BUAD 5300 (For the M.P.A. MGMT 3304 only).
10. Required Textbook and Resources:

BOOK	AUTHOR	ED	YEAR	PUBLISHER	ISBN#	UPDATED
<u>Developing Management Skills</u>	Whetten	9th	2016	Pearson	9780-13312-7478	4/13/15
AND						
<u>Leadership: Theory and Practice</u>	Northouse	7th	2015	Sage	9781-48331-7533	4/20/15

11. Optional Materials: As provided.
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: As per university policy.

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:

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 Executive Vice President/Provost to the 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. Tentative Schedule: (Calendar, Topics, Assignments)

1. Establish communications on Blackboard
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 as desired by the faculty member.