I. RATIONALE:

Students at a graduate level must have a thorough understanding of the knowledge and skills required of today’s most creative and innovative leaders. Leadership is more than the supervision of personnel or the management of specific resources in an organization. Every student should be able to not only assess one’s own ability and style of leadership, but be able to apply a great many skills and characteristics associated with the planning, directing, motivating, developing and assessment taking place in today’s world of work.

II. MAJOR INSTRUCTIONAL GOALS:

GOAL A:
Students will develop an understanding of the correlates of leadership today.

Learning Outcomes: The student will:

A-1 Examine and discuss the politics of leadership.
A-2 Analyze and discuss the impact of education and training on an individual’s leadership ability.
A-3 Analyze and discuss grounded leadership theory.
A-4 Examine and discuss the influence that organizational culture has on leadership styles.

GOAL B:
Students will develop an understanding and appreciation for the influence of organizational development and behavior on the leadership and management of the agency.

Learning Outcomes: The student will:

B-1 Analyze and discuss strategic planning and its impact on organizational direction and goal attainment.
B-2 Discuss the major tenets and influence of effective communication on both organizational and leadership effectiveness and success.
B-3 Evaluate group dynamics and the role leadership plays in the motivation of individual team members and personnel.

GOAL C:
Students will develop an understanding of creative change and it’s impact on one’s
leadership and management style.

**Learning Outcomes:** The student will:

- **C-1** Examine and discuss how fostering improvement through creativity and innovation assist great leaders today.
- **C-2** Analyze and discuss the role of change agents in an organization.
- **C-3** Analyze and discuss how engaging in comprehensive planning can minimize the negative impact unexpected can have on one’s leadership style and ability.

**GOAL D:**
Students will develop and appreciate the process of partnership, collaboration and networking.

**Learning Outcomes:** The student will

- **D-1** Review advanced problem solving skills and processes as they relate to interfacing and working with other entities successfully.
- **D-2** Develop an action plan directed towards developing one’s own leadership ability and the subordinates reporting to you as a leader.
- **D-3** Evaluate and discuss the need for synergy in today’s world of leadership.

**GOAL E:**
Students will develop an understanding of the role ethics and character development plays in both leadership and management.

**Learning Outcomes:** The student will

- **E-1** Examine the moral and ethical standards of leaders.
- **E-2** Analyze and discuss how a lack of ethics can adversely impact an entire organization. Particularly if occurring at an upper management position within the organization.
- **E-3** Discuss and review the influence and importance of executive coaching. Role modeling and mentoring on the development of leaders and future leaders with integrity.