FACULTY MEMBER: Leave Blank
TERM: Leave Blank
COURSE TITLE: Leadership and People
COURSE NUMBER: MOL 6400
OFFICE HOURS/METHOD OF CONTACT: Leave Blank

Technical Requirements that may be required to utilize technology in this course:
- A headset or microphone.
- A webcam.

RATIONALE:
Some people shirk responsibility and others take on too much; the excuse "I was just following orders" is infamous. It is vital that members of an organization understand what responsibility and obedience are appropriate and the difference between intrinsic and extrinsic motivation. Organizational culture is often tacit and difficult to uncover, yet it strongly affects our behavior. Diversity is an important cultural and legal issue in our firms.

COURSE DESCRIPTION:
This course examines leadership issues peculiar to people in organizations. The questions of appropriate responsibility and reasonable obedience are explored. Dimensions of motivating and motivation are discussed. Organizational culture and its implications for leadership are studied in detail. Finally, issues in diversity are surveyed.

MAJOR INSTRUCTIONAL GOALS:

GOAL A: Develop insight into organizational culture, its importance, its tacit nature, and its relationship to leadership.

Learning Outcome: The student will:

A-1. Understand the definition and dimensions of organizational culture and the similarities and differences between organizational culture and societal culture.
A-2. Understand the relationship between leadership, organizational culture, and cultural change.
A-3. Understand the definition and concept of a learning organization.

GOAL B: Grasp the impact of cultural differences on organizational performance.

Learning Outcome: The student will:
B-1. Understand the relationship between the societal environment and the organizational culture and the effects on organizational performance.

B-2. Understand the concept of personnel diversity and the pitfalls of stereotyping.

B-3. Know how personnel diversity may be integrated into organizational culture to provide a performance advantage.

GOAL C: Understand the scope of appropriate responsibility and responsible obedience for leaders and followers.

Learning Outcome: The student will:

C-1. Understand the concept of appropriate responsibility, the dangers of authority, and the limits on obedience
C-2. Grasp the idea of “a majority of one,” and the dangers of “groupthink.”
C-3. Understand the elements of power in organizations and how an order is best constructed.

GOAL D: Comprehend approaches to, and problems and paradoxes in motivating people

Learning Outcome: The student will:

D-1. Have an understanding of the development of motivational theory from Taylor through Deming and Senge.
D-2. Understand the distinction between intrinsic and extrinsic motivation and the power of the former.
D-3. Understand the concept of collaborative competition.

GOAL E: Appreciate the central role of leadership in marshalling and applying the full range of human capabilities to the organization’s mission

Learning Outcome: The student will:

E-1. Understand the relationship leadership, people, and the achievement of the organization’s mission.

GOAL F: Demonstrate a commitment to self-directedness, self-discipline, and lifelong learning by growth in understanding one’s values, mission, goals, and objectives

Learning Outcome: The student will

F-1. Have fully developed personal values, mission, and goals.
F-2. Have developed scheduled objectives leading to those goals and be largely achieving that schedule.
F-3. Have developed a practice of routinely reexamining goals and revising objectives.

PROGRAM COMPETENCIES: (Intended student learning outcomes)
- Develop an understanding of contemporary leadership and management models and theories.
• Develop an understanding and the ability to apply change frameworks and models.
• Articulate personal values and goals as guideposts to personal behavior.

**WILMINGTON UNIVERSITY GRADUATION COMPETENCIES: (Broad based goals)**

**Oral Communication**
• Speak with confidence, clarity, and conciseness.
• Research, prepare, and deliver professional presentations.

**Written Communication**
• Write clearly, concisely and appropriately using correct English grammar, punctuation, usage, mechanics, sentence structure, and vocabulary.
• Use appropriate APA format for scholarly writing.

**Disciplined Inquiry**
• Use quantitative, qualitative, and scientific reasoning to solve problems.
• Exercise critical thinking strategies including reasoning, problem solving, analysis and evaluation.
• Define a problem or issue and develop questions and methods to address the problem or issue and/or create new knowledge.

**Information Literacy**
• Access and use information effectively, efficiently, and appropriately.
• Evaluate the quality of sources and content.
• Use technology to effectively locate and communicate information.

**Ethics**
• Demonstrate knowledge and application of prescribed ethical codes and/or behaviors promoted by professions.

**METHODOLOGY:**

**A. Teaching Methods:** Describe what methods will be used to convey information to students.

**B. Evaluation Procedures:** Describe specifically how course objectives/outcomes will be evaluated (e.g. essays, projects, discussions, quizzes/exams, etc.)

**C. Major Assignments used for Outcomes Assessments:** Describe any Outcomes Assessments mandated in the course. For example, Peregrine testing. Any OA assessments required should be supplied by the Chair. This is a mandatory assessment used in all sections of all courses.

**COURSE SCHEDULE AND CHECKLIST:**
Provide a list of assignments by week, point values, and due dates (e.g. Sunday of Week 1). For online sections, Your instructional designer can help you build this table from the Grade Center in Blackboard.