I. DESCRIPTION:

This course explores Emotional Intelligence from both an individual and a leadership perspective. It will identify what emotion is, where emotions come from and the difference between thought and feeling by investigating the four domains of Emotional Intelligence: (a) Self-Awareness, (b) Self-Management, (c) Social Awareness and (d) Relationship Management. This course is designed to prepare students to be socially aware family members, friends and leaders able to understand and have empathy for others. It will delve deeply into the leader’s need to be an exceptional listener, and the value of accepting constructive criticism from followers and other members of the organization. From a leadership perspective, this course will prepare students to be honest, respectful leaders who create a positive and supportive environment for those with whom they interact in the organization. In addition to textbooks and outside readings, this course will examine and analyze case studies.

II. RATIONALE:

Socially aware leaders encourage coworkers to express opinions honestly and without fear of retribution. They are exceptional listeners who pay attention to the needs of both the organization and the individuals in the organization. They are willing to accept constructive criticism about their leadership style and activity and to sincerely undertake corrective action. By doing so, they create an honest, respectful and comfortable environment for followers and others in the organization.

Learning to recognize and develop emotional intelligence will help students gain skills in leadership.

III. MAJOR INSTRUCTIONAL GOALS:

GOAL A:
Create an emotionally intelligent leadership style in the workplace.

Learning Outcomes: Students will:

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A-1 Develop an understanding of how emotional intelligence informs the leadership process
A-2 Analyze and evaluate the need for emotionally intelligent leadership practices in the workplace
A-3 Apply the four domains of emotional intelligence to leadership practice
A-4 Create a leadership style that encourages an emotionally intelligent workplace environment

GOAL B:
Understand the importance of being self-aware

Learning Outcomes: Students will:

B-1 Understand their emotions
B-2 Accurately assess their strengths & limitations

GOAL C:
Understand the importance of self-management

Learning Outcomes: Students will:

C-1 Understand the importance of emotional self-control
C-2 Demonstrate trustworthiness in their interaction with colleagues
C-3 Show their willingness to adapt to new challenges and strategies
C-4 Create the capacity to manage their own turbulent feelings

GOAL D:
Understand the need to be socially aware.

Learning Outcomes: Students will:

D-1 Understand the need for empathy
D-2 Apply a service orientation to their leadership practice
D-3 Create an environment in which the organization’s mission is understood to be greater than any individual or group mission

GOAL E:
Understand the importance of managing relationships

Learning Outcomes: Students will:
E-1 Demonstrate the importance of listening to colleagues
E-2 Assess the need for change
E-3 Continually strive to develop others
E-4 Create a vision for the future