



**COWLEY COLLEGE
& Area Vocational Technical School**

COURSE PROCEDURE FOR

**INTRODUCTION TO LEADERSHIP
LED1448 3 Credit Hours**

Student Level:

This course is open to students on the college level in either the freshman or sophomore year.

Catalog Description:

LED1448 - INTRODUCTION TO LEADERSHIP (3 hrs)

The purpose of this course is to provide students with a fundamental knowledge of leadership and leadership styles. This is an introductory course into the leadership realm and provides students with a sound working knowledge of leadership principles. Upon completion of the course, the student will be able to apply basic leadership principles in daily organizational and personal settings, assess different leadership styles, justify their personal style choice, and compare and contrast leadership and management.

Prerequisite:

None.

Controlling Purpose:

The purpose of this course is to provide students with a fundamental knowledge of leadership and leadership styles. This is an introductory course into the leadership realm, and will provide students with a sound working knowledge of leadership principles.

Learner Outcomes:

Upon completion of the course, the student will be able to apply basic leadership principles in daily organizational and personal settings, assess different leadership styles, justify their personal style choice, and compare and contrast leadership and management.

Units Outcomes and Criterion Based Evaluation Key for Core Content:

The following defines the minimum core content not including the final examination period. Instructors may add other content as time allows.

Evaluation Key:

- A = All major and minor goals have been achieved and the achievement level is considerably above the minimum required for doing more advanced work in the same field.
- B = All major goals have been achieved, but the student has failed to achieve some of the

less important goals. However, the student has progressed to the point where the goals of work at the next level can be easily achieved.

- C = All major goals have been achieved, but many of the minor goals have not been achieved. In this grade range, the minimum level of proficiency represents a person who has achieved the major goals to the minimum amount of preparation necessary for taking more advanced work in the same field, but without any major handicap of inadequacy in his background.
- D = A few of the major goals have been achieved, but the student's achievement is so limited that he is not well prepared to work at a more advanced level in the same field.
- F = Failing, will be computed in GPA and hours attempted.
- N = No instruction or training in this area.

UNIT 1: THE NATURE AND IMPORTANCE OF LEADERSHIP

Outcomes: The student will gain an understanding of the nature and importance of leadership.

A	B	C	D	F	N	Specific Competencies
						The student will demonstrate the ability to:
						Define the meaning of leadership and how it differs from management.
						Describe how leadership influences organizational performance.
						Identify several important leadership roles.
						Identify the major satisfactions and frustrations associated with the leadership role.
						Describe a framework for understanding leadership.
						Recognize how leadership skills are developed.
						Identify several traits, behaviors and attitudes of a successful leader.

UNIT 2: TRAITS, MOTIVES AND CHARACTERISTICS OF LEADERS

Outcomes: The student will study the traits, motives and characteristics of leaders.

A	B	C	D	F	N	Specific Competencies
						The student will demonstrate the ability to:
						Identify general and task-related traits that contribute to leadership effectiveness.
						Describe how emotional intelligence contributes to leadership effectiveness.
						Identify key motives that contribute to leadership effectiveness.

						Describe cognitive factors associated with leadership effectiveness.
						Discuss heredity versus environment issues in relation to leadership effectiveness.
						Summarize the strengths and weaknesses of the trait approach to leadership.

UNIT 3: CHARISMATIC AND TRANSFORMATIONAL LEADERSHIP

Outcomes: Students will gain an understanding of charismatic and transformational leadership.

A	B	C	D	F	N	Specific Competencies The student will demonstrate the ability to:
						Achieve a comprehensive understanding of the meaning and types of charismatic leadership.
						Describe the traits and behaviors of a charismatic leader.
						Explain the visionary component of charismatic leaders.
						Construct an action plan for developing personal charisma.
						Explain the nature of transformational leadership.
						Describe the concerns about charismatic leadership from the scientific and moral standpoint.
						Explain the communication style of charismatic leaders.

UNIT 4: LEADERSHIP BEHAVIORS, ATTITUDES AND STYLES

Outcomes: The student will gain an understanding of leadership behaviors, attitudes and styles.

A	B	C	D	F	N	Specific Competencies The student will demonstrate the ability to:
						Explain the key leadership dimensions of initiating structure and consideration.
						Describe at least five task-oriented leadership behaviors and attitudes.
						Describe at least five relationship-oriented leadership behaviors and attitudes.
						Explain how leaders use 360 degree feedback to improve their performance.
						Describe the autocratic and participative leadership styles.
						Define the entrepreneurial leadership style.

							Discuss gender differences in leadership styles.
--	--	--	--	--	--	--	--

UNIT 5: CONTINGENCY AND SITUATIONAL LEADERSHIP
 Outcomes: The student will gain an understanding of contingency and situational leadership.

A	B	C	D	F	N	Specific Competencies
						The student will demonstrate the ability to:
						Describe how the situation influences the choice of leadership objectives.
						Present an overview of the contingency theory of leadership effectiveness.
						Explain the path-goal theory of leadership effectiveness.
						Describe situational leadership.
						Use the normative decision model to determine the most appropriate decision-making style in a given situation.
						Describe the cognitive resource theory as a contingency model.

UNIT 6: LEADERSHIP ETHICS
 Outcomes: The student will gain an understanding of leadership ethics.

A	B	C	D	F	N	Specific Competencies
						The student will demonstrate the ability to:
						Specify key principles of ethical and moral leadership.
						Apply a guide to ethical decision making.
						Present representative examples of unethical behavior by leaders.
						Describe what leaders can do to foster an ethically and socially responsible organization.
						Explain the link between business ethics and organizational performance.

Projects Required:

Projects may vary according to the instructor.

Textbook:

Contact Bookstore for current textbook.

Materials/Equipment Required:

Computers and printers.
Internet.

Attendance Policy:

Students should adhere to the attendance policy outlined by the instructor in the course syllabus.

Grading Policy:

The grading policy will be outlined by the instructor in the course syllabus.

Maximum class size:

Based on classroom occupancy

Course Timeframe:

The U.S. Department of Education, Higher Learning Commission and the Kansas Board of Regents define credit hour and have specific regulations that the college must follow when developing, teaching and assessing the educational aspects of the college. A credit hour is an amount of work represented in intended learning outcomes and verified by evidence of student achievement that is an institutionally-established equivalency that reasonably approximates not less than one hour of classroom or direct faculty instruction and a minimum of two hours of out-of-class student work for approximately fifteen weeks for one semester hour of credit or an equivalent amount of work over a different amount of time. The number of semester hours of credit allowed for each distance education or blended hybrid courses shall be assigned by the college based on the amount of time needed to achieve the same course outcomes in a purely face-to-face format.

Refer to the following policies:

[402.00 Academic Code of Conduct](#)

[263.00 Student Appeal of Course Grades](#)

[403.00 Student Code of Conduct](#)

Disability Services Program:

Cowley College, in recognition of state and federal laws, will accommodate a student with a documented disability. If a student has a disability which may impact work in this class and which requires accommodations, contact the Disability Services Coordinator.