



**COWLEY COLLEGE  
& Area Vocational Technical School**

**COURSE PROCEDURE FOR**

**LEADERSHIP MENTORING  
LED1454 3 Credit Hours**

**Student Level:**

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

**Catalog Description:**

**LED1454 - LEADERSHIP MENTORING (3 hrs)**

This course is designed to help the student increase his/her knowledge in utilizing the mentoring process to develop future leaders. Upon completion of the course, the student will be able to describe the selection of a mentor, the selection of a protégé, and the mentoring process.

**Prerequisite:**

None.

**Controlling Purpose:**

This course is designed to help the student increase his/her knowledge in utilizing the mentoring process to develop future leaders.

**Learner Outcomes:**

Upon completion of the course, the student will be able to describe the selection of a mentor, the selection of a protégé, and the mentoring process.

**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: SELECTION OF A MENTOR

Outcomes: The student will gain an understanding of the process used to select a leadership mentor.

A	B	C	D	F	N	Specific Competencies
						The student will demonstrate the ability to:
						List and describe the traits of a leadership mentor.
						Evaluate a potential mentor based on previous mentoring and organizational performance.
						Defend the decision to not include all leaders in an organization as mentors.
						Validate a mentor choice based on proven, research based criteria.
						Prove the potential positive outcomes obtained by serving as a mentor.

### UNIT 2: SELECTION OF A PROTÉGÉ

Outcomes: The student will gain an understanding of the process used to select a leadership protégé.

A	B	C	D	F	N	Specific Competencies
						The student will demonstrate the ability to:
						List and describe the traits of a leadership protégé.
						Evaluate a potential protégé based on previous mentoring and organizational performance.
						Defend the decision to not include all individuals in an organization as protégés.
						Validate a protégé choice based on proven, research based criteria.
						Prove the potential positive outcomes obtained by serving as a protégé.

### UNIT 3: THE MENTORING PROCESS

Outcomes: Students will gain an overview of the leadership mentoring process.						
A	B	C	D	F	N	Specific Competencies
						The student will demonstrate the ability to:
						Describe the mentoring process.
						Articulate the importance of the mentoring process to the success of an organization.
						Construct a mentoring process for an organization.
						Assess the possible drawbacks and pitfalls to the mentoring process.
						Predict the impact a mentoring process will have on future leaders.
						Defend the need for a mentoring process as related to the future success of an organization.
						Critique current mentoring processes at use in organizations.
						Decide the most appropriate mentoring process for a protégé.

**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.