COWLEY COLLEGE
& Area Vocational Technical School

COURSE PROCEDURE FOR

> **THE LEADERSHIP CHALLENGE**
> **LED1458   3 Credit Hours**

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

Catalog Description:
LED1458 - THE LEADERSHIP CHALLENGE (3 hrs)
The purpose of this course is to help the student increase his/her knowledge of the practices of exemplary leadership. Upon completion of the course, the student will be able to utilize the five exemplary leadership practices to ensure success.

Prerequisite:
None.

Controlling Purpose:
This course is designed to help students increase their knowledge of the practices of exemplary leadership.

Learner Outcomes:
Upon completion of the course, the student will be able to utilize the five exemplary leadership practices to ensure success.

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: INTRODUCTION
Outcomes: The student will gain knowledge of the five exemplary leadership practices and the leadership challenge.

A	B	C	D	F	N	Specific Competencies The student will demonstrate the ability to:
						Define the meaning of leadership.
						Describe why leadership is important for both the present and the future.
						Define personal best leadership.
						List and discuss the five exemplary leadership practices.
						Discuss the relationship aspect of leadership.
						Define the ten commitments of leadership.
						Describe what values and qualities people seek and admire in leaders.
						Discuss why credibility is critically important to success as a leader.
						Define credibility and how a leader can display credible behavior.

UNIT 2: MODEL THE WAY
Outcomes: The student will gain knowledge on finding their voice and setting the example.

A	B	C	D	F	N	Specific Competencies The student will demonstrate the ability to:
						Discuss why having clear personal values is important for a leader.
						Explain how self expression can help a leader communicate their personal values.
						List the three stages of self expression.

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A	B	C	D	F	N	
						Discuss the importance of competence to leaders.
						Define shared values and their importance to success.
						Explain how to align actions with defined values.

UNIT 3: INSPIRE A SHARED VISION

Outcomes: The student will study envisioning the future and how to enlist others to follow a vision.

A	B	C	D	F	N	Specific Competencies The student will demonstrate the ability to:
						Discuss the importance of having a vision.
						Define how being forward looking differentiates good leaders from others.
						Evaluate the importance of vision in times of rapid change.
						Discuss how to develop a shared sense of destiny between a leader and others.
						Summarize why listening to others is important to inspiring a shared vision.
						Explain how to discover and appeal to a common purpose.
						Justify giving life to a vision.

UNIT 4: CHALLENGE THE PROCESS

Outcomes: The student will gain an understanding of searching for opportunities, experimenting and taking risks.

A	B	C	D	F	N	Specific Competencies The student will demonstrate the ability to:
						Discuss how to seize the initiative.
						Explain how to lead through assigned work.
						Define how to encourage initiative in others.
						List ways to make challenges meaningful.
						Evaluate the importance of innovation and creativity when challenging the process.
						Discuss the importance of looking outward for fresh ideas.
						Defend challenging the status quo.

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						Discuss the importance of initiating incremental steps and creating small wins.
						Define strategies that promote psychological hardiness.

UNIT 5: ENABLE OTHERS TO ACT
Outcomes: The student will gain an understanding of fostering collaboration and strengthening others.

A	B	C	D	F	N	Specific Competencies The student will demonstrate the ability to:
						Describe how collaboration improves performance.
						Discuss how to create a climate of trust.
						Explain how to facilitate positive interdependence.
						Describe how to generate power in themselves and others.
						Discuss how to ensure self-leadership.
						Describe how to foster accountability.
						Discuss methods of developing competence and confidence.

UNIT 6: ENCOURAGE THE HEART
Outcomes: The student will gain an understanding of recognizing contributions and celebrating values and victories.

A	B	C	D	F	N	Specific Competencies The student will demonstrate the ability to:
						Discuss the importance of focusing on clear standards.
						Explain why expecting the best from followers is an exemplary practice.
						Describe how to personalize recognition.
						Explain how to create a spirit of community.

Projects Required:
Projects may vary according to the instructor.

Textbook:

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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.