

LEAD A200: ORGANIZATIONAL LEADERSHIP

Item	Value
Curriculum Committee Approval Date	12/02/2020
Top Code	050600 - Business Management
Units	3 Total Units
Hours	54 Total Hours (Lecture Hours 54)
Total Outside of Class Hours	0
Course Credit Status	Credit: Degree Applicable (D)
Material Fee	No
Basic Skills	Not Basic Skills (N)
Repeatable	No
Grading Policy	Standard Letter (S)
Local General Education (GE)	<ul style="list-style-type: none"> CL Option 1 Self-Development (CE1)
Associate Arts Local General Education (GE)	<ul style="list-style-type: none"> OC Life Skills - Theory - AA (OE1)

Course Description

Learn to provide leadership to business, community, and governance organizations. Transfer Credit: CSU.

Course Level Student Learning Outcome(s)

1. Create a written action plan assessing organizational leadership dynamics using at least four major themes from the course.
2. Analyze leadership strategies to improve organizational performance through written papers, in class experiential activities, and video analysis of leaders in action.

Course Objectives

- 1. Demonstrate an understanding of self and leadership in real life situations.
- 2. Define the leadership tool of "reframing"
- 3. Demonstrate management and leadership skills for chaos and change.
- 4. Apply conflict resolution skills to real life and case studies.
- 5. Identify and illustrate the leaders role as a negotiator.
- 6. Illustrate methods for working with diversity in organizations (including gender diversity).
- 7. Demonstrate leadership in team settings.
- 8. Illustrate methods for motivating and empowering others.
- 9. Define and understand the issues of "stewardship".
- 10. Discuss a "whole person" view of ones own leadership.
- 11. Create and implement an action plan for family, community and/or organizational leadership.
- 12. Apply creativity to all aspects of leadership, including problem solving.

Lecture Content

Introduction to Practical Leadership Definition of desirable traits of leaders Defining what we want to be as leaders Summary overview of foundation laid in Leadership 100 Discussion of plans developed in Leadership 100- reflections and progress Reframing Leadership Introduce the leadership tool of "reframing" Improving organizations from a structural, human resource, political, and symbolic perspective. Experiential activity where students identify their primary leadership orientation (structural, human resource, political, or symbolic). Chaos Theory and Organizational Leadership Understanding the theoretical basis of chaos as applied to organizational development Issues of chaos and leadership Impact of chaos on people and organizations Case studies of organizational change brought on by chaos Issues of Change Change in our society and organizations The advantages and challenges of change Issues of change and leadership Developing the skills necessary to deal with change and chaos Ethical issues concerning change Leading through Chaos and Change Group Exercise Session Experiential small group exercises and simulations dealing with chaos and change Group conclusions and action commitments Conflict and Conflict Resolution Advantages and challenges of organizational conflict Types of conflicts leaders face Effective and ineffective responses to conflict, including comparisons of conclusions groups reached the previous week Creating Win/Win scenarios for conflict resolution The leader as negotiator Power, Influence, and Leadership Defining "power" quo; Uses and abuses of power Positional power vs. charismatic power Difference between power and influence Determining your style of influencing The personal mastery of influence How to lead by power and Influence Group Exercise Session Experiential small group exercises that deal with power and influence Group conclusions and action commitments Diversity and Leadership Diversity in organizations- advantages and challenges Determining diversity issues leaders face Creating values and tools for dealing with diversity issues Creating "new leadership" Making creativity your personal skill The importance and use of creativity in leading others Experiencing, developing, and nurturing your own creativity and the creativity of others Creating Synergy Creativity in teams and groups Motivating Followers Understanding motivation Importance of motivation in organizations Learning to motivate others Learning to validate others worth Team Building and Leadership Defining teamwork and team building Determining skills necessary to meet individual, team and organizational goals Qualities of effective teamwork Leaders and leadership in teams New roles for team leaders: Coach, Facilitator, Conductor Leadership and Empowerment Empowering others Personal and social responsibility and accountability Using "servantship" with leadership Leadership and Stewardship Concepts and practices of "stewardship" Coveys P/PC balance as stewardship Developing a broader personal vision Assessing a Leadership Action Plan Assessing your plan for leadership in the organizations you currently belong to (family, community, business) Looking for leadership opportunities Developing your career as a leader A Holistic Approach to Leadership Leading as a whole person Taking care of yourself Class commitment ceremony

Method(s) of Instruction

- Lecture (02)
- DE Live Online Lecture (02S)
- DE Online Lecture (02X)

Instructional Techniques

Lecture and application of ideas Demonstration of various approaches to problem solving Discussion Individual, paired, and small group exercises

Video-lectures Collaborative learning Students will find and use resources from various sources, including the Internet

Reading Assignments

Students will spend a minimum of 3 hours per week reading assigned texts and/or other assigned material.

Writing Assignments

Written assignments will include essays, reflections, analysis and evaluation, and application of theoretical information to practical scenarios, case studies, and plans. Students will spend a minimum of 2 hours per week writing papers and assignments.

Out-of-class Assignments

Students will spend a minimum of 3 hours per week completing assignments as required for projects, papers and presentations

Demonstration of Critical Thinking

Written assignments, examination(s), peer evaluation, journal, and special projects, including the personal leadership plan

Required Writing, Problem Solving, Skills Demonstration

Written assignments will include essays, reflections, analysis and evaluation, and application of theoretical information to practical scenarios, case studies, and plans

Textbooks Resources

1. Required Bolman, Lee, and Terrence, Deal. Reframing Organizations, 4th ed. San Francisco, California: Jossey-Bass Publishers, 2013 2. Required Clark, G.. Leadership and Organizational Performance: Research-based practices that turn potential into results, ed. Boston, MA: Pearson, 2013