

COURSE SYLLABUS



COURSE TITLE: Bus 214, Leadership Skills

CLASS SECTION: 02

TERM: Fall 2023

COURSE CREDITS: 3

DELIVERY METHOD(S): Lecture, Face to Face

Camosun College campuses are located on the traditional territories of the Lək̓ʷəŋən and W̱SÁNEĆ peoples. We acknowledge their welcome and graciousness to the students who seek knowledge here.

Learn more about Camosun's [Territorial Acknowledgement](#).

For COVID-19 information please visit <https://legacy.camosun.ca/covid19/index.html>.

INSTRUCTOR DETAILS

NAME: Michael Pardy

EMAIL: pardym@camosun.ca

OFFICE: CBA 231C

HOURS: by appointment

As your course instructor, I endeavour to provide an inclusive learning environment. However, if you experience barriers to learning in this course, do not hesitate to discuss them with me. Camosun College is committed to identifying and removing institutional and social barriers that prevent access and impede success.

CALENDAR DESCRIPTION

This course explores various models of leadership application to organizations. Students will have the opportunity to examine their own leadership styles with regard to these models. The course also focuses on the leader's role in promoting change through strategic planning and change management.

PREREQUISITE(S)

C in BUS 110 OR C in BUS 150 OR C in PADM 112

FIRST WEEK ATTENDANCE

Students are required to attend the first class meeting of each course. If a student does not attend and does not contact the instructor prior to the first class with a satisfactory explanation, they forfeit their seat in the course **and may be de-registered**.

COURSE LEARNING OUTCOMES / OBJECTIVES

1. Identify personal values, beliefs, and personality styles and analyze how they impact performance in organizations.

2. Analyze and use leadership models and theories to describe effective practice.
3. Develop a framework explaining contemporary leadership by drawing on a continuum of leadership theory.
4. Demonstrate an appropriate blend of task and relationship skills in a variety of leadership situations.
5. Demonstrate leadership through effective communication, active listening and giving and receiving feedback.

REQUIRED MATERIALS & RECOMMENDED PREPARATION / INFORMATION

Lussier, R. N., & Achua, C. F. (2022), Leadership Theory, Application, & Skill Development (7th ed.). SAGE Publications, Inc: Thousand Oaks, CA

COURSE SCHEDULE, TOPICS, AND ASSOCIATED PREPARATION / ACTIVITY / EVALUATION

The following schedule and course components are subject to change with reasonable advance notice, as deemed appropriate by the instructor.

Week	Date	Topic	Readings	Activities / Discussions / Due Dates
1	Sept 6	Course Overview Introduction to Leadership	Course Outline Chapter 1	Introductions and Course Overview Team Formation, Establish team leaders Post Introduction by Fri, Sept 8 @ 11:59pm Reflection & Action Journal entry by Sun, Sept 17 @ 11:59pm
2	Sept 13	Personality Traits and Leadership & Leadership Styles	Chapter 2 & 3 Assigned Readings (D2L)	Personality Profile Self-Assessment and Task and Relationship Questionnaire by Tues, Sept 12 @ 11:59pm iRAT & tRAT (in-class) for Week 2 readings Student group-led discussion
3	Sept 20	Contingency Leadership Theories	Chapter 4	Path-Goal Leadership Questionnaire by Tues, Sept 19 @ 11:59pm Student group-led discussion
4	Sept 27	Charismatic & Transformational Leadership	Ch 10	Student group-led discussion Assignment 1: Leadership Movie Presentation (1 & 2) iRAT & tRAT (in-class) for Week 4 readings
5	Oct 4	Servant Leadership and Emotional Intelligence	Ch 10 (pgs. 433-436) Assigned Readings (D2L)	Emotional Intelligence Self-Assessment by Tues, Oct 3 @ 11:59pm Student group-led discussion Assignment 1: Leadership Movie Review (3 & 4) Reflection & Action Journal entry by Tues, Oct 10 @ 11:59pm iRAT & tRAT (in-class) for Weeks 1-5 readings

6	Oct 11	Communication and Leadership	Chapter 5 (pgs. 175-189)	<p>Student group-led communication practice</p> <p>Listening and Asking Questions Self-Assessments by Tues, Oct 10 @ 11:59pm</p> <p>Assignment 1: Leadership Movie Review (5)</p> <p>iRAT & tRAT (in-class) for Week 6 & 7 readings</p>
7	Oct 18	Coaching and Leadership	Ch 5 (pgs. 190-210)	<p>Student group-led coaching practice</p> <p>Assignment 1: Leadership Movie Presentation (6)</p> <p>Reflection & Action Journal entry by Tues, Oct 24 @ 11:59pm</p>
8	Oct 25	Ethics and Influencing	Ch 2 (pgs. 61-73) & Ch 6	<p>Student group-led discussion</p> <p>How Ethical is Your Behaviour Questionnaire by Tues, Oct 24 @ 11:59pm</p> <p>Assignment 1: Leadership Movie Presentation (7)</p> <p>Assignment 2: Vision Statement due Sun, Oct 29 @ 11:59pm</p>
9	Nov 1	Leaders and Followers Relationships	Ch 7	<p>Effective Followership Self-Assessment by Tues, Oct 31 @ 11:59pm</p> <p>Student group-led discussion</p> <p>Assignment 1: Leadership Movie Review (8)</p>
10	Nov 8	Culture and Leadership	Ch 11 (pgs. 445-469)	<p>Student group-led discussion</p> <p>Assignment 1: Leadership Movie Review (9)</p> <p>iRAT & tRAT (in-class) for Weeks 10 & 11 readings</p>
11	Nov 15	Embracing Equity, Diversity & Inclusion	Ch 11 (pgs. 469-479)	<p>Cultural Diversity Awareness Questionnaire by Sun, Nov 12 @ 11:59pm</p> <p>Assignment 1: Leadership Movie Review (10)</p> <p>Reflection & Action Journal entry by Tues, Nov 19 @ 11:59pm</p>
12	Nov 22	Strategic Leadership and High-Performance Organizations	Ch 12	<p>Student group-led discussion</p> <p>Assignment 1: Leadership Movie Review (11 & 12)</p>
13	Nov 29	Contemporary and Emerging Leadership Theories, Frameworks, Practices and Special Topics	Articles	<p>Student group-led discussion</p> <p>Assignment 3: LDAP due Tues, Nov 28 @ 11:59pm</p>

14	Dec 6	Contemporary and Emerging Leadership Theories, Frameworks, Practices and Special Topics	Student Summaries	Student group-led activity Reflection & Action Journal entry by Tues, Dec 5 @ 11:59pm
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Students registered with the Centre for Accessible Learning (CAL) who complete quizzes, tests, and exams with academic accommodations have booking procedures and deadlines with CAL where advanced notice is required. Deadlines can be reviewed on the [CAL exams page](http://camosun.ca/services/accessible-learning/exams.html). <http://camosun.ca/services/accessible-learning/exams.html>

EVALUATION OF LEARNING

DESCRIPTION	WEIGHTING
Assignment 1: Leadership Movie Review	15%
Assignment 2: Leader Vision Statement	15%
Assignment 3: Leadership Development Action Plan	25%
Individual & Team Readiness Assessment Tests	10%
Reflection Journal	15%
Participation and Contribution	20%
	TOTAL
	100%

If you have a concern about a grade you have received for an evaluation, please come and see me as soon as possible. Refer to the [Grade Review and Appeals](http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.14.pdf) policy for more information. <http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.14.pdf>

COURSE GUIDELINES & EXPECTATIONS

Participation

- Students are expected to participate weekly and to remain in contact with the instructor and class via D2L by participating in the discussion forums, completing chapter quizzes and assignments by the posted due dates.
- Please communicate with me, your instructor, in the event of extenuating personal or family circumstances (illness, accident, and other uncontrollable events, medical emergencies) in a timely manner and provide applicable documentation in which case the instructor may use their discretion regarding the non-attendance/non-participation

SCHOOL OR DEPARTMENTAL INFORMATION

School of Business, Management and Human Resource Leadership Department
 Centre for Business and Access Building
business@camosun.ca

STUDENT RESPONSIBILITY

Enrolment at Camosun assumes that the student will become a responsible member of the College community. As such, each student will display a positive work ethic, assist in the preservation of College property, and assume responsibility for their education by researching academic requirements and policies; demonstrating courtesy and respect toward others; and respecting expectations concerning attendance, assignments, deadlines, and appointments.

SUPPORTS AND SERVICES FOR STUDENTS

Camosun College offers a number of services to help you succeed in and out of the classroom. For a detailed overview of the supports and services visit <http://camosun.ca/students/>.

Support Service	Website
Academic Advising	http://camosun.ca/advising
Accessible Learning	http://camosun.ca/accessible-learning
Counselling	http://camosun.ca/counselling
Career Services	http://camosun.ca/coop
Financial Aid and Awards	http://camosun.ca/financialaid
Help Centres (Math/English/Science)	http://camosun.ca/help-centres
Indigenous Student Support	http://camosun.ca/indigenous
International Student Support	http://camosun.ca/international/
Learning Skills	http://camosun.ca/learningskills
Library	http://camosun.ca/services/library/
Office of Student Support	http://camosun.ca/oss
Ombudsperson	http://camosun.ca/ombuds
Registration	http://camosun.ca/registration
Technology Support	http://camosun.ca/its
Writing Centre	http://camosun.ca/writing-centre

If you have a mental health concern, please contact Counselling to arrange an appointment as soon as possible. Counselling sessions are available at both campuses during business hours. If you need urgent support after-hours, please contact the Vancouver Island Crisis Line at 1-888-494-3888 or call 911.

COLLEGE-WIDE POLICIES, PROCEDURES, REQUIREMENTS, AND STANDARDS

Academic Accommodations for Students with Disabilities

The College is committed to providing appropriate and reasonable academic accommodations to students with disabilities (i.e. physical, depression, learning, etc). If you have a disability, the [Centre for Accessible Learning](#) (CAL) can help you document your needs, and where disability-related barriers to access in your courses exist, create an accommodation plan. By making a plan through CAL, you can ensure you have the appropriate academic accommodations you need without disclosing your diagnosis or condition to course

instructors. Please visit the CAL website for contacts and to learn how to get started:

<http://camosun.ca/services/accessible-learning/>

Academic Integrity

Please visit <http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.13.pdf> for policy regarding academic expectations and details for addressing and resolving matters of academic misconduct.

Academic Progress

Please visit <http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.1.pdf> for further details on how Camosun College monitors students' academic progress and what steps can be taken if a student is at risk of not meeting the College's academic progress standards.

Course Withdrawals Policy

Please visit <http://camosun.ca/about/policies/education-academic/e-2-student-services-and-support/e-2.2.pdf> for further details about course withdrawals. For deadline for fees, course drop dates, and tuition refund, please visit <http://camosun.ca/learn/fees/#deadlines>.

Grading Policy

Please visit <http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.5.pdf> for further details about grading.

Grade Review and Appeals

Please visit <http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.14.pdf> for policy relating to requests for review and appeal of grades.

Medical / Compassionate Withdrawals

Students who are incapacitated and unable to complete or succeed in their studies by virtue of serious and demonstrated exceptional circumstances may be eligible for a medical/compassionate withdrawal. Please visit <http://camosun.ca/about/policies/education-academic/e-2-student-services-and-support/e-2.8.pdf> to learn more about the process involved in a medical/compassionate withdrawal.

Sexual Violence and Misconduct

Camosun is committed to creating a campus culture of safety, respect, and consent. Camosun's Office of Student Support is responsible for offering support to students impacted by sexual violence. Regardless of when or where the sexual violence or misconduct occurred, students can access support at Camosun. The Office of Student Support will make sure students have a safe and private place to talk and will help them understand what supports are available and their options for next steps. The Office of Student Support respects a student's right to choose what is right for them. For more information see Camosun's Sexualized Violence and Misconduct Policy: <http://camosun.ca/about/policies/education-academic/e-2-student-services-and-support/e-2.9.pdf> and camosun.ca/sexual-violence. To contact the Office of Student Support: oss@camosun.ca or by phone: 250-370-3046 or 250-3703841

Student Misconduct (Non-Academic)

Camosun College is committed to building the academic competency of all students, seeks to empower students to become agents of their own learning, and promotes academic belonging for everyone. Camosun also expects that all students to conduct themselves in a manner that contributes to a positive, supportive, and safe learning environment. Please review Camosun College's Student Misconduct Policy at <http://camosun.ca/about/policies/education-academic/e-2-student-services-and-support/e-2.5.pdf> to understand the College's expectations of academic integrity and student behavioural conduct.

Changes to this Syllabus: Every effort has been made to ensure that information in this syllabus is accurate at the time of publication. The College reserves the right to change courses if it becomes necessary so that course content remains relevant. In such cases, the instructor will give the students clear and timely notice of the changes.