

# Minnesota State College Southeast

## SMGT 1216: Leadership Development

### A. COURSE DESCRIPTION

Credits: 3

Lecture Hours/Week: 3

Lab Hours/Week: \*.\*

OJT Hours/Week: \*.\*

Prerequisites: None

Corequisites: None

MnTC Goals: None

This course is an introduction to the concept of leadership. In addition to mechanics and styles of leadership, the moral and ethical considerations of leadership will also be stressed. Topics to be discussed will include: managing change, vision statements, power and its use and abuse, communicating like a leader, empowering employees, setting an example, recognizing others, and celebrating successes. (Prerequisite: None) (3 credits: 3 lecture/0 lab)

**B. COURSE EFFECTIVE DATES:** 05/12/1998 - Present

### C. OUTLINE OF MAJOR CONTENT AREAS

1. Leadership Theories
2. Personal leadership attributes
3. Leadership styles and ethics

#### **D. LEARNING OUTCOMES (General)**

1. Interpret a variety of personality styles
2. Describe different levels of follower readiness
3. Differentiate leadership and management
4. Examine ethical situations
5. Define different styles of leadership
6. Compare task and relationship behaviors
7. Analyze improved communication techniques
8. Perform active listening skills
9. Produce a personal mission statement
10. Explain Hershey and Blanchard situational leadership model
11. Describe different network communication systems
12. Perform an impromptu speech
13. Define empowerment
14. List on the job rewards
15. List ways to celebrate followers success
16. Define mutual reward theory
17. Define power
18. Explain personal decision making process
19. Explain importance of decision making to image
20. Explain appropriateness of decision reversal
21. Describe fundamental practices of exemplary leadership
22. List the ten commitments of leadership
23. Explain what constituents expect of leaders
24. Analyze ways to challenge the process
25. Calculate your ability to take risks
26. Demonstrate how a leader sets an example
27. Analyze how to foster an environment of collaboration
28. Assess methods to strengthen followers
29. Critique techniques to becoming a positive force
30. Explain followership development as a leadership tactic

#### **E. Minnesota Transfer Curriculum Goal Area(s) and Competencies**

None

#### **F. LEARNER OUTCOMES ASSESSMENT**

As noted on course syllabus

#### **G. SPECIAL INFORMATION**

None noted