

UNIVERSITY OF INDIANAPOLIS
School for Adult Learning
Introduction to Leadership Theories and Models (ORGL – 302, AU1)

General Information:

Welcome to the “Introduction to Leadership Theories and Models” course, which will serve as a foundation-building course for the organizational leadership series. The leadership theories and models studied will both challenge and center the student with a solid theoretical and practical background.

Upon reading this syllabus; I would like each of you **to provide me with your preferred e-mail address and phone number for contact purposes.** I will use your preferred e-mail address to send the class outlines, handouts, notes, assignments and other needed information. Below, I have provided my contact information!

Course Information:

Introduction to Leadership Theories and Models (ORGL – 302, AU1)
Credit Hours - (3)
Dates – (Tuesday) 8/26, 9/2, 9/9, 9/16 and 9/23/2008
Location – Esch Hall, Room #014
Hours - 6:00 pm – 9:45 pm

Instructor Information:

Thomas C. Christenberry, Ph.D.,
Director of Public Safety Education/Assistant Professor of Adult Learning
School for Adult Learning,
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Esch Hall, Room 103K
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Required Text:

Northouse, P. G. (2007). *Leadership: Theory and practice*. (4th ed.) Thousand Oaks, CA: Sage. ISBN 1-4129-4161-X or 978-1-412941-67-7 (pbk.)

Course Description:

This course is designed to build the theoretical foundation or framework for the study of organizational leadership through the use of theories and models. As outlined by Northouse, the focus of study will center on the leadership approaches, theories, and models of American organizational leadership in the 20th and 21st centuries.

Course Objectives:

Upon the successful completion of this course of study, students will be able:

1. Define leadership in the context of personal (social) and professional (occupational) organizational structures.
2. Identify and describe the major leadership approaches, theories, and models as listed below:
 - a. Trait Approach
 - b. Skills Approach
 - c. Style Approach
 - d. Situation Approach
 - e. Contingency Theory
 - f. Path-Goal Theory
 - g. Leader-Member Exchange Theory
 - h. Transformational Leadership
 - i. Psychodynamic Approach
3. List and explain the most significant strengths and weaknesses (criticisms) of each approach, theory and model studied in this course.
4. Through class discussion and exercises, demonstrate a basic *knowledge, comprehension and application* of the leadership approaches, theories, and models list in Course Objective #2.

Course Calendar:

Week 1 (8/26/2008)

Introduction to Course/Requirements and Expectations

Overview: Leadership Theories and Models

Read: Introduction, Chapters 1, 2 & 3 pp. 1 - 68

Homework Assignment – Prepare typed responses to Case Studies (2.1, 2.2 & 2.3 and 3.1, 3.2 & 3.3)

Complete and turn-in, as part of homework assignment, the Leadership Trait Questionnaire (LTQ), pp. 32-34, the Skills Inventory, pp. 63-66...be prepared to discuss in class.

Quiz #1 (Essay - In Class)

Week 2 (9/2/2008)

Read: Chapters 4 & 5, pp. 69 – 111

Homework Assignment – Prepare typed responses to Case Studies (4.1, 4.2 & 4.3/5.1, 5.2 & 5.3)

Complete and turn-in, as a part of the homework assignment, the Style Questionnaire, pp 85-87, the Situational Leadership: A Brief Questionnaire, pp. 105-110...be prepared to discuss in class.

Quiz #2 (Essay - In Class)

Week 3 (9/9/2008)

Read Chapters 6, 7 & 8, pp. 113 – 172

Homework Assignment – Prepare typed responses to Case Studies (6.1, 6.2 & 6.3/7.1, 7.2 & 7.3/8.1, 8.2 & 8.3)

Complete and turn-in, as a part of the homework assignment, the Least Preferred Coworker (LPC) Measure, pp. 123-125, the Path-Goal Leadership Questionnaire, pp. 144-147, the LMX 7 Questionnaire, pp. 168-170...be prepared to discuss in class.

Quiz #3 (Essay - In Class)

Week 4 (9/16/2008)

Read Chapters 9 & 11, pp. 175 - 264

Homework Assignment – Prepare typed responses to Case Studies (9.1, 9.2 & 9.3/11.1, 11.2 & 11.3)

Complete and turn-in, as a part of the homework assignment, the Sample Items from the Multifactor Leadership Questionnaire (MLQ) Form 5X-Short, pp. 201-205 and the Psychodynamic Approach Survey, pp. 260-263...be prepared to discuss in class.

Quiz #4 (Essay - In Class)

Week 5 (9/23/2008)

Course Critique (6:00 pm – 6:15 pm)

Final Exam (6:15 pm – (9:45 pm)

Course Requirements:

Class Participation (Loss of 10 points) - Attendance is required and essential for all (5) class meetings to successfully complete this course. Due to the compressed nature of this course, one missed class; results in a missed opportunity to participate and learn. Points (10 pts.) will be deducted from the total points if a class is missed for any reason!

Homework Assignments (15 points each) – Each week there are homework assignments based on the Case Studies in the Text, which must be **typed** and turned in during class. In addition, the results of the Instruments/Questionnaires

at the end of each chapter must be turned in as a part of the homework assignments

Quiz (25 points each) - At the end of class meetings 1, 2, 3, & 4 (approximately 9:05 pm), an in-class quiz will be given based on readings, lectures, assignments, discussions, and/or practical exercises in class. A missed quiz (with an excused absence) must be made-up before the next class meeting.

Final Exam (100 points) – The final exam will consist of twelve (**you pick 10 of the 12 to answer**) essay or short answer type questions based the readings, study guides, handouts, lectures, class discussions and quizzes.

Course Policies:

Attendance/Tardy Policy – As discussed in the Course Requirements section (Class participation), attendance, as well as promptness to each class, are required and essential to the successful completion of this course. If you are unable to attend class or are going to be late, please contact (Cell: 812-320-3230). An unexcused absence from class will result in a loss of points (homework, and quiz) for that class meeting!

Incomplete Grades (See Academic Catalog, page 61) – Per the University of Indianapolis Academic Catalog, students will have (6) months to rectify an Incomplete Grade.

Missed Assignments or Reports – Due to the compressed accelerated schedule, all missed or late work will not be accepted (no points)!

Missed Exam – Per the Make-Up Exam Policy for the School for Adult Learning/University of Indianapolis and **with approval**, make-up final exams will be given on Wednesday (or other designated day) evenings beginning at 4:00 p.m. and concluding at 6:00 p.m. Students must come to the School of Adult learning office, sign up for the exam, and pay a \$5.00 fee.

Academic Honesty and Misconduct - The University of Indianapolis has adopted strict regulations concerning academic conduct of all students. The purpose of these regulations is to safeguard the academic integrity of the institution and educational processes. These regulations cover the following: Cheating, Fabrication, Plagiarism, Interference, Violation of Course rules, Multiple Submission of the Same Academic Work, Facilitating Academic Dishonesty, and Abuse of Confidentiality. These items will be discussed during the first class session.

Grading Scale

100% - 93%	260 - 242 pts. = A
92% - 90%	241 - 234 pts. = A-
89% - 88%	233 - 229 pts. = B+
87% - 83%	228 - 216 pts. = B
82% - 80%	215 - 208 pts. = B-
79% - 78%	207 - 203 pts. = C+
77% - 73%	202 - 190 pts. = C
72% - 70%	189 - 182 pts. = C-
69% - 60%	181 - 156 pts. = D
	155 - 0 pts. = F