

## Course Syllabus

### **BMGT 4399: Leading for Impact and Innovation**

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### **Course Introduction**

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Credit Hours: 3

Class Meets: June 26<sup>th</sup> – July 22<sup>nd</sup>, 2023

This course is designed to provide a basic introduction to leadership by focusing on what it means to be a good leader. As social problems continue to advance, strong leadership from all academic disciplines will need to be able to work together to solve the world’s most complex problems. This class enables students to develop strong leadership tools that assist in self-assessment, emotional intelligence, leading teams, handling conflict, as well as developing passion and empathy. The class focuses on developing strong self-agency, providing knowledge of how to lead others while promoting the execution of ideas. The emphasis in the course is on the practice of leadership and will examine topics such as the nature of leadership, recognizing leadership traits, developing leadership skills, creating a vision, setting the tone, listening to out-group members, handling conflict, overcoming obstacles, and addressing ethics in leadership. Finally, this course will explore how to execute technical and conceptual skills among leaders and how to develop and innovative solutions in a changing organizational, community, political, social, and global settings.

### **Instructional Materials**

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Required Instructional Materials:

Northouse, P. G. (2017) Introduction to Leadership: Concepts and Practice (4th ed.). Thousand Oaks, CA: © 2015 SAGE ISBN-10: 1506330088:

Online Course Materials Provided by Instructor. *Leadership Literacy: Transforming F-bombs into Positive Outcomes*

Sherman, *World Change 2.0: Open source*

## Course Learning Outcomes

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| Learning Outcomes   | Course Requirement that will be used to assess the student's achievement of this outcome |
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| Students will gain <i>through self-assessment questionnaires</i> an awareness of their own leadership philosophy, traits, skills, and behaviors.  | Portfolio  |
| Students will gain <i>through real-world observation exercises</i> an understanding of the fundamental ways leadership is practiced in on-going organizations.  | Case Studies and Site Visit  |
| Students will gain through reflection and action activities an understanding and appreciation for the unique dimensions of their own leadership style, their strengths and weakness, and ways to improve what they do as leaders. | Discussion Questions   |
| Pursue social entrepreneurial opportunities by identifying a good business opportunity and writing a business plan for a social venture.  | Blueprint for Social Change Site Visits  |
| Develop an innovative project, using the knowledge, skills, and experience, that will create social value on a local, national or international level that can be implemented after the course ends                               | Presentation of Blueprint  |

## Class Schedule and Sequence of Instruction\*

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| Session | Date      | Content   |
|---------|-----------|---|
| 1       | June 26th | Syllabus and Introduction   |
| 2       | June 27th | Recognizing Traits  |
| 3       | June 28th | Understanding Philosophy and Styles<br><i>Activity: (Council of Europe)</i> |
| 4       | June 29th | Attending Tasks and Relationships   |
| 5       | June 30th | Developing Skills   |
| 6       | July 3rd  | Engaging People's Strengths<br><i>Activity (Eurocorps Commander)</i>        |

|    |           |  |
|----|-----------|--|
| 7  | July 4th  | Creating Vision  |
| 8  | July 5th  | Establishing a Constructive Climate<br><i>Activity: (Euro-Institute in Kehl - Interactive workshop)</i>      |
| 9  | July 6th  | Embracing Diversity and Inclusion  |
| 10 | July 7th  | Listening to Out-Groups Members<br><i>Activity: (Struthof Concentration Camp in the afternoon)</i>           |
| 11 | July 10th | Handling Conflict  |
| 12 | July 11th | Addressing Ethics in Leadership<br><i>Activity: (European Court of Human Rights)</i>                         |
| 13 | July 12th | Emotional Intelligence   |
| 14 | July 13th | Determined   |
| 15 | July 14th | Positive Outcomes: Create Change   |
| 16 | July 17th | Social Impact Model: Vision, Mission, Statement of Need, Theory of Change, Strategic Planning                |
| 17 | July 18th | Impact: Outcomes, Objectives, Measurement, Reporting: Communication: Pitching Ideas, Storytelling, Marketing |
| 18 | July 19th | Building Teams and Overcoming Challenges: Finalizing Blueprints for Social Change                            |
| 19 | July 20th | Presentations  |
| 20 | July 21st | Presentations  |

## Assessment

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**Discussion Questions:** A response to the discussion question is due every day. Your response must be submitted via email. Your response should be substantive (400-500 words), APA formatted, with references. **Late responses will not be accepted.**

**Portfolios:** Students will develop a leadership portfolio for this course. These will be a compilation of self-assessments, observational exercises, reflection and action worksheets, and case studies, observational exercise & reflection and action worksheets provide by the professor. Students will utilize these materials to develop their leadership profile.

**Class Participation:** Students will be required to contribute to class discussions. This class will be interactive, and students will learn from each other's experiences and knowledge. Students will be graded on substantive contributions to class discussions.

**Leadership Literacy Workbook:** Students will be required complete the Leadership Literacy workbook through the class. Based on lectures, handouts, and the *Leadership Literacy* textbook, students will be required to complete the pillars of the INSPIRED Leadership Framework.

**Blueprint for Change and Presentation:** Each student will develop an original blueprint for social innovation—a creative proposal for solving a societal problem—using the template provided in class. Each student will present his/her slides/video and make the pitch. If time permits, this will be

followed by Q&A as well as discussion and feedback about each student's idea.

| <b>Weight/Distribution of Course Points:</b> | <b>Points (100%)</b> |
|--|----------------------|
| Discussion Questions                         | 15%                  |
| Portfolios                                   | 50%                  |
| Class Participation                          | 10%                  |
| Leadership Literacy Workbook                 | 15%                  |
| Blueprint Proposal and Presentation          | 10%                  |

| <b>Session</b> | <b>Expected Timeline of Major Assignments/Assessments and Topics/Units</b>                    |
|----------------|---|
| 1              | Discussion questions (DQs) should be emailed by midnight.                                     |
| 2              | Leadership Literacy Workbook will be due July 7 <sup>th</sup> , 2023                          |
| 3              | Portfolios will be due July 14 <sup>th</sup> , 2023   |
| 4              | Blueprint proposal and presentations will be due July 20 <sup>th</sup> and 21 <sup>st</sup> . |

| <b>Final Grading Scale:</b> | <b>Grade</b> |
|-----------------------------|--------------|
| 100%-90%                    | A            |
| 89%-80%                     | B            |
| 79%-70%                     | C            |
| 69%-60%                     | D            |
| 59%-0%                      | F            |

## **Instructor/Course**

### **Attendance Policy:**

There are no excused absences in this class. Should a student miss more than two **(2) classes**, he or she will receive a failing grade. Attendance will be taken at the beginning of class. Tardiness will not be tolerated and will count as an absence.

**Participation Policy:** Students will be required to contribute to class discussions. This class will be interactive, and students will learn from each other's experiences and knowledge. Students will be graded on substantive contributions to class discussions.

**Late Assignment and Missed Assignment Policy:** Late or missed assignments must be discussed with the instructor immediately. Any assignments not submitted 24 hours after the due date will not be graded.