Leadership
An Immersive Virtual Reality Learning Experience
2011-2012

Course Description
This course builds a case for leadership as seeking knowable impacts through proven practices. That is, leadership is not portrayed as a mysterious “art” with a secret language and magical acts performed by a few chosen people with rare character attributes. Rather, effective leadership is available to all those who are willing to study and apply effective practices in the pursuit of essential goals, and to continually learn from their experience.

This course is designed with the belief that IDEAS have IMPACT. It combines examination of some of the classic and recent insights into leadership effectiveness with application of those insights at the individual, interpersonal and institutional levels. Students will be challenged to be wise leaders, where wisdom means the application of knowledge in situational appropriate ways.

Materials

Readings, assignments, problems and assessments are integrated into the courseware. Any additional materials will be assigned by the instructor at the start or during the course.

Course Outline & Assignments
Assignments will change from time to time as new resources become available, contemporary events have bearing on the topics, or the social, legal, or economic environments change.

INTRODUCTION TO THE COURSE AND LEARNING CONTEXT (Module One, 2-3 hours)

- Course content and using the materials
- Resources available
- Leadership Challenge, Kouzes & Posner (scan the book)
- Leadership Best Practices Research
- Summary of Leadership Theory

THE FOUNDATIONS OF LEADERSHIP (Module 2, 4-6 hours)

- Theories of Leadership
- Leadership Models
- Leadership Varies with Organizations and Situations
  - Profit versus nonprofit organizations
  - Smaller versus larger organizations
  - Product versus service organizations
- A multi-disciplinary study
  - The economic foundations of leadership
  - The psychological foundations of leadership
LEADERSHIP FROM DIFFERENT VIEW POINTS (Module Three, 3-5 hours)

- Leadership Dimensions
  - Traits of Leaders
  - Skills Leaders Possess
  - Leadership Styles
  - Situational Leadership
  - Contingency Approaches to Leadership
- Leadership Competencies
  - Leading Self
  - Leading Others
  - Leading Performance & Change
  - Leading the Organization
- Leadership Self-Evaluation

CREDIBILITY (Module Four, 3-6 hours)

- Observations about Leadership
- Self-Evaluation Exercise
- Credibility
- Honesty
- Forward Looking
- Inspiration
- Competence

MODELING (Module Five, 3-5 hours)

- Values
- Language of Leaders
- Values Triangle
- Evaluate Your Organization
- Balance
- Consistency
- Best Mentoring and Modeling Practices

ENVISIONING THE FUTURE AND ENLISTING OTHERS (Module Six, 3-5 hours)

- Preparing for the Future
- Essentials for Enlisting Others
- Checkpoints

THE LEADERSHIP PROCESS (Module Seven, 3-5 hours)

- Change Cycle
- Catalyst for Change
- Leaders with “Outsight”
- Leaders and Risk Assessment
ENABLING, EMPOWERING OTHERS (Module Eight, 3-5 hours)

- Empowering
- Building Positive Team Relations
- Enhancing Self-Determination
- The Power of Choice and Accountability
- Assessing Your Organization
- Growth Trend Analysis

HEART OF LEADERSHIP (Module 9, 3-5 hours)

- Celebrating Contributions and Creating Community
- The Power of Expectations

COURSE REVIEW AND EXAM

Recommended Resources and Readings

- Leadership Challenge  
  www.leadershipchallenge.com
- The Art and Science of Leadership  
  http://www.skagitwatership.org/~donclark/leader/leader.html
- Leaders Direct  
  http://www.leadersdirect.com/index.html
- Leadership Now: Building a Community of Leaders  
  http://www.leadershipnow.com/index.html
- Free Management Library  
  http://www.managementhelp.org/ldrship/ldrship.htm
- Wharton Center for Leadership and Change Management – Wharton Leadership Digest  
  http://leadership.warton.upenn.edu/digest/index.shtml
- Leadership Values  
  http://www.leader-values.com/default.asp
- Education Leadership Toolkit  
  http://nsba.org/sbot/toolkit/index.html
- Changing Minds  
  http://changingminds.org/disciplines/leadership/leadership.htm
- Motivation in the Workplace  
- Secrets of Success  
  http://www.secretsofsuccess.com/
- Businessballs  
  http://www.businessballs.com/
• Leadership Models and Theories
  http://www.stewart-associates.co.uk/leadership-models.aspx

• Values Based Management
  http://www.valuesbasedmanagement.net/

• Quick MBA
  http://quickmba.com/mgmt/

• I-Change
  http://www.i-change.biz/modelsandtheories.php

• Associated Content
  http://www.associatedcontent.com/sibject/article/leadership

• Business Listening
  http://www.businesslistening.com/index.html

• Encyclopedia of Informal Education
  http://freefind.com/ (query "leadership")

• NASA Leadership and Management Development
  http://leadership.nasa.gov/model/overview.htm

• Leadership Articles
  http://www.leadershiparticles.net

• Government Leaders
  http://www.govleaders.org/index.html

• Business Articles Home
  http://www.woopidoo.com/business_articles/leadership.htm

• American Management Association
  http://www.amanet.org/free_resources.htm

• MBA Library
  http://www.businessbookmall.com/MBA%20Internet%20Library.htm#Free_MBA_Prequisite

• EQ.ORG: the leading resource for emotional intelligence studies and resources
  http://www.eq.org/

• About.COM:Leadership
  http://psychology.about.com/lr/leadership/5025/1/

• Money-zine.Com –Leadership Skill
  http://www.money-zine.com/Category/Leadership-Skill/