



ORIGINAL COURSE IMPLEMENTATION DATE: January 2022
 REVISED COURSE IMPLEMENTATION DATE:
 COURSE TO BE REVIEWED (six years after UEC approval): December 2026
 Course outline form version: 05/18/2018

OFFICIAL UNDERGRADUATE COURSE OUTLINE FORM

Note: The University reserves the right to amend course outlines as needed without notice.

Course Code and Number: MGMT 410	Number of Credits: 3 Course credit policy (105)														
Course Full Title: Leadership and Management Course Short Title:															
Faculty: Faculty of Professional Studies	Department (or program if no department): School of Business														
Calendar Description: Organizational leaders require enhanced capabilities to effectively manage a diverse workforce, handle complex challenges, and cope with fast-paced change. To build essential leadership skills, students apply leadership frameworks and foundational practices including instilling shared values, building collective vision, taking initiative, overcoming obstacles, and fostering team collaboration.															
Prerequisites (or NONE):	Admission to the Bachelor of Integrated Studies Applied Management concentration, MGMT 310, and MGMT 320.														
Corequisites (if applicable, or NONE):	None														
Pre/corequisites (if applicable, or NONE):	None														
Antirequisite Courses <i>(Cannot be taken for additional credit.)</i> Former course code/number: Cross-listed with: Dual-listed with: Equivalent course(s): <i>(If offered in the previous five years, antirequisite course(s) will be included in the calendar description as a note that students with credit for the antirequisite course(s) cannot take this course for further credit.)</i>	Special Topics <i>(Double-click on boxes to select.)</i> This course is offered with different topics: <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes <i>(If yes, topic will be recorded when offered.)</i> Independent Study If offered as an Independent Study course, this course may be repeated for further credit: <i>(If yes, topic will be recorded.)</i> <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes, repeat(s) <input type="checkbox"/> Yes, no limit														
Typical Structure of Instructional Hours <table border="1" style="width: 100%; border-collapse: collapse;"> <tr><td>Lecture/seminar hours</td><td></td></tr> <tr><td>Tutorials/workshops</td><td></td></tr> <tr><td>Supervised laboratory hours</td><td></td></tr> <tr><td>Experiential (field experience, practicum, internship, etc.)</td><td></td></tr> <tr><td>Supervised online activities</td><td style="text-align: center;">45</td></tr> <tr><td>Other contact hours:</td><td></td></tr> <tr><td style="text-align: right;">Total hours</td><td style="text-align: center;">45</td></tr> </table>	Lecture/seminar hours		Tutorials/workshops		Supervised laboratory hours		Experiential (field experience, practicum, internship, etc.)		Supervised online activities	45	Other contact hours:		Total hours	45	Transfer Credit Transfer credit already exists: <i>(See bctransferguide.ca.)</i> <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes Submit outline for (re)articulation: <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes <i>(If yes, fill in transfer credit form.)</i>
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Total hours	45														
Labs to be scheduled independent of lecture hours: <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes	Grading System <input checked="" type="checkbox"/> Letter Grades <input type="checkbox"/> Credit/No Credit Maximum enrolment (for information only): 25 Expected Frequency of Course Offerings: Annually <i>(Every semester, Fall only, annually, etc.)</i>														
Department / Program Head or Director: Dr. Carl Janzen	Date approved: May 26, 2020														
Faculty Council approval	Date approved: June 5, 2020														
Dean/Associate VP: Dr. Tracy Ryder Glass	Date approved: June 5, 2020														
Campus-Wide Consultation (CWC)	Date of posting: December 18, 2020														
Undergraduate Education Committee (UEC) approval	Date of meeting: December 18, 2020														

Learning Outcomes:

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

- LO 1: Analyze leadership theories and commonly held perspectives on leadership.
 LO 2: Assess leadership skills in self and others.
 LO 3: Examine the interpersonal dynamics of effective management in teams and organizations.
 LO 4: Develop leadership strategies and communication skills.
 LO 5: Evaluate critical leadership roles and how they influence organizational results.
 LO 6: Build leader-follower relationships by practicing constructive team-oriented interactions.
 LO 7: Investigate how managers plan for and organize people, processes and project risks.
 LO 8: Propose strategies to strengthen professional partnerships at work.

Prior Learning Assessment and Recognition (PLAR)

Yes No, PLAR cannot be awarded for this course because it emphasizes collaborative and/or experiential learning and must therefore be completed with the Applied Management concentration community of learners.

Typical Instructional Methods (*Guest lecturers, presentations, online instruction, field trips, etc.; may vary at department's discretion.*)

Online instruction

NOTE: The following sections may vary by instructor. Please see course syllabus available from the instructor.

Typical Text(s) and Resource Materials (*If more space is required, download Supplemental Texts and Resource Materials form.*)

Author (surname, initials)	Title (article, book, journal, etc.)	Current ed.	Publisher	Year
1. Kouzes & Posner	The Leadership Challenge	<input checked="" type="checkbox"/>	Jossey-Bass (Wiley)	
2. Kouzes & Posner	Leadership Practices Inventory	<input checked="" type="checkbox"/>	Wiley	

Required Additional Supplies and Materials (*Software, hardware, tools, specialized clothing, etc.*)**Typical Evaluation Methods and Weighting**

Final exam:	%	Assignments:	60%	Field experience:	%	Portfolio:	%
Midterm exam:	%	Project:	20%	Practicum:	%	Contribution to collaborative online discussions:	20%
Quizzes/tests:	%	Lab work:	%	Shop work:	%	Total:	100%

Details (if necessary):**Typical Course Content and Topics**

Module 1: Leadership Expectations, Theories, and Practices

- Leadership theories, myths, and perspectives
- Dynamics of prosocial power and influence in leadership practice
- The leadership practices inventory
- Personal leadership skills based on inventory results and recent research

Evaluation: Case study assignment (LO1, LO2, LO4)

Module 2: Leadership Foundations

- Leadership strategies for managers and employees
- The impact of personal and organizational values congruence
- Communication strategies that build team alignment
- Personal and strategic dialogue within a collaborative team setting

Evaluation: Individual learning reflections assignment (LO2, LO3, LO4)

Module 3: Accelerating Achievement by Enabling Others

- Building a shared vision, collective purpose, and a climate of trust
- Generating meaningful work experiences
- Strengthening others through collaboration and empowerment
- Personalized recognition and rewards

Evaluation: Individual research assignment (LO3, LO5, LO6, LO8)

Module 4: Lead by Discovering Opportunities and Managing Risks

- Implications for planning, organizing, and controlling
- Discovering opportunities and managing risks
- Learning psychological hardiness and error tolerance

Evaluation: Team Project (LO6, LO7, LO8)

Module 5: Emerging and Established Leaders

- Professional partnerships between emerging and established organizational leaders

Evaluation: Team reflection assignment (LO5, LO6, LO7, LO8)

Evaluation for all modules: Online collaborative discussions (LO 1, LO 2, LO 3, LO 4, LO 5, LO 6, LO 7, LO 8)