

Syllabus



Fermanian School of Business

More Than the Bottom Line: Business Education to Change the World

MGT 4012 Leadership Theory and Practice

3 Units

Spring 2021

Meeting days:	Tuesday-Thursday	Instructor:	Dr. Randy Waynick
Meeting times:	1:30 pm – 2:45 pm	Phone:	612.910.9353
Meeting location:	FSB 102	E-mail:	rwaynick@pointloma.edu
Final Exam:	per University Schedule	Office hours:	T-TH 3:00-4:00pm, or as needed
Additional Information:		Additional info:	

PLNU Mission

To Teach ~ To Shape ~ To Send

Point Loma Nazarene University exists to provide higher education in a vital Christian community where minds are engaged and challenged, character is modeled and formed, and service becomes an expression of faith. Being of Wesleyan heritage, we aspire to be a learning community where grace is foundational, truth is pursued, and holiness is a way of life.

Fermanian School of Business Mission

Character – Professionalism – Excellence – Relationships – Commitment – Innovation

As members of a vital Christian community, we strive to provide high quality business programs that equip students to make a positive impact in their workplace and community by connecting purpose to practice.

COURSE DESCRIPTION

This course provides an investigation and review of a wide variety of leadership concepts, practices, and theories. Topics include the role of leadership in organizations, the historical examination of various leadership models, the contributions of leaders to a modern society, and an examination of biblical leadership. Emphasis will be placed on practical applications of leadership. The student should have defined a path of leadership for their future careers.

COURSE LEARNING OUTCOMES

1. Explain leadership concepts, practices and theories (PLO 1 & F1).
2. Analyze traits and behaviors of effective leaders (PLO F1).
3. Determine how to effectively address ethical dilemmas from a leadership perspective (PLO 4).
4. Demonstrate effective communication through written means (PLO 3).
5. Collaborate in a team to complete projects on leadership (PLO 5).

EXPECTATIONS

- Students are expected to think and act like leaders.
- Leaders/Students are required to be active and participate in all class discussions and exercises.
- Leaders/Students are required to be prepared and on time.
- Leaders/Students are required to be respectful to fellow leaders.
- Students are expected to not use any devices in class during lectures.

COURSE CREDIT HOUR INFORMATION

In the interest of providing sufficient time to accomplish the stated Course Learning Outcomes, this class meets the PLNU credit hour policy for a 3-unit class delivered over 16 weeks. Specific details about how the class meets the credit hour requirement can be provided upon request.

REQUIRED TEXT and REQUIRED READING

Daft, R. L., (2015). The Leadership Experience, 7th. Cengage Learning Stamford, CT.

Marquet, L. David., (2012). Turn The Ship Around, Penguin Random House. New York, NY.

Yancy, Philip., (2001). Soul Survivor, Doubleday, Colorado Springs, Co.

Various articles as assigned.

ASSESSMENT AND GRADING

Grading will be based on the following activities:

Activity	Points
Profile in Leadership Presentation	50
Weekly Chapter Quiz (10 pts x 14 weeks)	140
Group Activity- (15 pts x 14 weeks)	210
Midterm Exam	200

Final Written Project	150
Final Exam	250
Total Points	1000

GRADING SCALE

A=93-100% A-=92-90%
 B+=87-89% B=83-86% B-=80-82%
 C+=77-79% C=73-76% C-=70-72%
 D+=67-69% D=63-66% D-=60-62%
 F=0-59%

INCOMPLETES AND LATE ASSIGNMENTS

All assignments are to be submitted/turned in by the beginning of the class session when they are due—including assignments posted in Canvas. Incompletes will only be assigned in extremely unusual circumstances.

SPIRITUAL CARE

Please be aware PLNU strives to be a place where you grow as whole persons. To this end, we provide resources for our students to encounter God and grow in their Christian faith.

If students have questions, a desire to meet with the chaplain or have prayer requests you can contact the Office of Spiritual Development.

PLNU COPYRIGHT POLICY

Point Loma Nazarene University, as a non-profit educational institution, is entitled by law to use materials protected by the US Copyright Act for classroom education. Any use of those materials outside the class may violate the law.

PLNU ACADEMIC HONESTY POLICY

Students should demonstrate academic honesty by doing original work and by giving appropriate credit to the ideas of others. Academic dishonesty is the act of presenting information, ideas, and/or concepts as one's own when in reality they are the results of another person's creativity and effort. A faculty member who believes a situation involving academic dishonesty has been detected may assign a failing grade for that assignment or examination, or, depending on the seriousness of the offense, for the course. Faculty should follow and students may appeal using the procedure in the university Catalog. See Academic Policies for definitions of kinds of academic dishonesty and for further policy information.

PLNU ACADEMIC ACCOMMODATIONS POLICY

While all students are expected to meet the minimum standards for completion of this course as established by the instructor, students with disabilities may require academic adjustments, modifications or auxiliary aids/services. At Point Loma Nazarene University (PLNU), these students are requested to register with the Disability Resource Center (DRC), located in the Bond Academic Center. (DRC@pointloma.edu or 619-849-2486). The DRC's policies and procedures for assisting such students in the development of an appropriate academic adjustment plan (AP) allows PLNU to comply with Section 504 of the Rehabilitation Act and the Americans with Disabilities Act. Section 504 (a) prohibits discrimination against students with special needs and guarantees all qualified students equal access to and benefits of PLNU programs and activities. After the student files the required documentation, the DRC, in conjunction with the student, will develop an AP to meet that student's specific learning needs. The DRC will thereafter email the student's AP to all faculty who teach courses in which the student is enrolled each semester. The AP must be implemented in all such courses. If students do not wish to avail themselves of some or all of the elements of their AP in a particular course, it is the responsibility of those students to notify their professor in that course. PLNU highly recommends that DRC students speak with their professors during the first two weeks of each semester about the applicability of their AP in that particular course and/or if they do not desire to take advantage of some or all of the elements of their AP in that course.

PLNU ATTENDANCE AND PARTICIPATION POLICY

Regular and punctual attendance at all **synchronous** class sessions is considered essential to optimum academic achievement. If the student is absent for more than 10 percent of class sessions (virtual or face-to-face), the faculty member will issue a written warning of de-enrollment. If the absences exceed 20 percent, the student may be de-enrolled without notice until the university drop date or, after that date, receive the appropriate grade for their work and participation. In some courses, a portion of the credit hour content will be delivered **asynchronously** and attendance will be determined by submitting the assignments by the posted due dates. See Academic Policies in the Academic Catalog. If absences exceed these limits but are due to university excused health issues, an exception will be granted.

Asynchronous Attendance/Participation Definition

A day of attendance in asynchronous content is determined as contributing a substantive note, assignment, discussion, or submission by the posted due date. Failure to meet these standards will result in an absence for that day. Instructors will determine how many asynchronous attendance days are required each week.

USE OF TECHNOLOGY

In order to be successful in the online environment, you'll need to meet the minimum technology and system requirements; please refer to the [Technology and System Requirements](#) information. Additionally, students are required to have headphone speakers compatible with their computer available to use. If a student is in need of technological resources please contact student-tech-request@pointloma.edu.

Problems with technology do not relieve you of the responsibility of participating, turning in your assignments, or completing your class work.

FINAL EXAMINATION POLICY

Successful completion of this class requires taking the final examination **on its scheduled day**. No requests for early examinations or alternative days will be approved.

COURSE SCHEDULE AND ASSIGNMENTS - SPECIFIC REQUIREMENTS/ASSIGNMENTS

1. Profile in Leadership Presentation (50pts.)

Each student will be required to read assigned chapter in Soul Survivor. They will be required to present a 10-minute review of the leader they are assigned. The presentation will be to the class and a quasi-formal approach. Every week two students will be presenting on the same profile of a leader. Their leadership story needs to be translated to the student's real-world experience or a reference for their developing leadership style.

2. Quizzes: (140 pts.)

In order to pass this class you must demonstrate competency with the material found in the text. You must pass with a significant score on the 15-chapter quizzes given over the text material.

Please note: Seldom are grades determined by one or two big point totals, positive or negative, but are an accumulation of the body of work over a semester. Such is the case in the working world – seldom does an extraordinary day or a disastrous one make or ruin a career – it is the discipline of doing the best over time that is valued.

3. Group Activity (210 pts.)

Reflections are done by Team, however every team member must, I will be giving special attention to monitoring the submission for inclusion from every team member. Leadership is not done in a vacuum. Reflections must include each members thoughts and an updating on their current status. Grading is done as a team and the contribution of a single member can be impact the grade of the team. Leadership will ensure all the members of the team contribute to the final result.

4. Midterm Exam: (200 pts.)

Date TBD. Test questions taken from text material. To be administered in class.

5. Final Written Project: (150 pts.)

You will be required to turn in a Final Written Project. Written as a Team and turned in for a Team grade. The paper requires the Team to blend examples, from the text Soul Survivor, and Turn the Ship Around, to explain the Model of Leadership studied in this class. You should approach the writing of the Project to demonstrate your understanding of the totality of your understanding of leadership. Through your educational experience you have studied, seen, and experienced leadership in many shapes and forms. The Project should include all you know and compare your experiences and

knowledge with that exhibited in the 3 non-textbooks each has read. It must demonstrate your insight and expertise on the topic of Leadership from the multiple sources used in class.

This Project should be done in 4-8 pages excluding title, toc, reference pages.

6. Final Exam: (250 pts.)

Given at the end of the course to assess the value added of the material in this course.

Special Note:

Engagement:

You are **expected** to come **prepared** to every class session and to actively participate in class discussions.

You are required to reflect upon and state your current status in relation to:

- The current reading, text and class.
- Comments on the Research presented.
- Activities and Exercises performed in/for class.
- Current status of the reading of the assigned books.
- Status of the Team.

Your approach should be from a leadership perspective – How am I doing? What am I doing? Where is it being done?

You may be asked to speak to any issue from the reflections during the next class. You should be prepared to respond. Notes are appropriate but extensive use of notes to answer questions detracts from the response.

Reflections are based upon the material and the work in the class just finished.

COURSE SCHEDULE AND ASSIGNMENTS

MGT4012	Spring 2021			
Week		Date	Topic	Text Reading Chapter
1	March	1	Into To Be A Leader	Ch 1
2	March	8	Research & Theories	ch 2 and 3
3	March	15	Leader as an Individual	ch 4

4	March	22	Mind and Emotion	ch 5
5	March	29	Courage	ch 6
6	April	5	Followership	ch 7
7	April	12	Empowerment	ch 8
8	April	19	Communication	ch 9
9	April	26	Teams	ch 10
10	May	3	Diversity	ch 11
11	May	10	Power and Influence	ch 12
12	May	17	Vision and Strategy	ch 13
13	May	31	Culture and Values	ch 14
14	June	1st	Change	ch 15
Final	June	7-11	Final	