

**COURSE CODE:** BUAD 370

**COURSE TITLE:** Leadership

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### **Calendar Description**

Learners will examine what leadership involves and its influence and relationship among leaders and followers. Theories, approaches, and models of leadership will be explored to analyze effectiveness in managing diverse, changing, and global environments. Students will assess their own potential for leadership through in-depth examination of concepts such as personality styles, emotional intelligence, and values.

**Prerequisite(s):** BUAD 262 and minimum third-year standing

**Co-requisite(s):** None

**Prerequisite For:** None

**Substitutable Courses:** None

**Graduation Requirement:** BBA, Management Specialty area - Required

**Transfer Credit:** PMPC

**Special Notes:** No

**Credits:** 3

**Hours per Week:** 3

**Originally Developed:** June 2012

**EDCO Approval:** May 2016

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**CHAIR'S APPROVAL:** 

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## Learning Outcomes

Outcome	Upon completion of this course students will be able to:
1	Evaluate personal awareness through self- assessment tools, and apply this learning to team and group activities throughout the course.
2	Critique the effectiveness of relevant leadership theories using material presented
3	Compare the differences between passive and active followership based on material provided.
4	Evaluate their own followership style in the context of class activities.
5	Discuss the challenges and opportunities of leading in less traditional roles, as demonstrated through industry leaders, case studies and interview assignment.
6	Appraise their personal methods of power and influence to motivate self and others, as illustrated through team activities and self-assessment.
7	Evaluate, through reflection of class materials and team assignments, the importance of respecting and optimizing diversity in your leadership approach.

## Course Objectives

Objectives	This course will cover the following content:
1	Definitions of leadership
2	Theories of leadership
3	Character development and emotional intelligence
4	Personality assessments and instruments
5	Followership
6	Diversity and leadership
7	Online and distributed leadership, Leadership in remote/hybrid work contexts
8	Culture and values
9	Leadership adaptability, responsibility and accountability
10	Management of self and others
11	Current topics in leadership

## Professors

Name	Phone Number	Office	Email
Laura Thurnheer (Course Captain)	250 860-5445 ext. 4361	E224	<a href="mailto:lthurnheer@okanagan.bc.ca">lthurnheer@okanagan.bc.ca</a>

## Evaluation Procedure

Team Assignment(s)	30 %
Participation and Discussions	25 %
Exam*	25 %
Individual Leadership Plan*	20 %
<b>Total**</b>	<b>100 %</b>

### Generative AI tools are not permitted unless explicitly stated otherwise

- The use of generative artificial intelligence tools is strictly prohibited in all course assignments unless explicitly stated otherwise by the instructor in this course. This includes ChatGPT and other artificial intelligence tools and programs. Whenever generative AI tools are permitted and used, they must be appropriately cited. (See [How to cite ChatGPT \(apa.org\)](#))

## Required Materials

- The required course text for this class is: MacLean, D. (2023). *Wholehearted Leadership Volume 1: A collection of leadership lessons to inspire and equip you to lead and live wholeheartedly*. Kelowna, BC: Superior Book Productions.
- This book is available at the bookstore: [Course Search - Okanagan College Campus Store](#)
- You will also have a variety of other materials to read for the Buad 370 course that can be accessed on Talis via the Moodle course shell at no cost.
- A variety of other assessment tools (Strengthsfinder, True Colours, EQ, MBTI, Values) are provided at no cost to the student (see Moodle shell for access to these tools).

## Notes

**\*To pass the course** students must obtain an overall passing average grade on their leadership plan and course exam (minimum of 25% of the 50% combined marks assigned to these two individual components of the course). The course exam will be during the semester, delivered in class, online on Moodle, requiring access to a personal computer or ipad, with a 2-page reference sheet allowed, using a lockdown browser.

**\*\*Oral and written communication** is a critical component of all assignments and exams and as such, is an important criterion in the evaluation of all course work (must meet a minimum of third-year standing).

**\*\*There are two team assignments** in this course. The ideal group size is 3-4 members, and students can choose their own groups. Your professor will help facilitate the formation of these teams, and each group will be required to complete a Performance Evaluation that will be used to assess their performance over the semester. Individual student grades can be impacted (positively or negatively) as a result of these performance ratings by the group.

The Leadership course has been designed to assist in your development as a leader and follower. Since leadership and management are not mutually exclusive, the course material contains a blend of traditional and innovative approaches. These experiences are focused on personal development and team effectiveness. The course materials (class text and reading list) have been selected for their professional discussions about leadership and management. These, along with assignments and exercises, will provide you with several leadership tools to assist with your understanding of the motives of leaders and managers, the relationships between leaders and followers, and will help you to examine leadership choices in a variety of situations. Selected videos, guest speakers and assignments will add other experiential dimensions to your leadership development.

### Late Policy:

The two team assignments are done in groups and individual assignments are not accepted. Assignments received late will be deducted 10% per day. Any assignment received after the due date time specified i.e. start of class or a specific time will automatically be deemed one day late and 10% will be deducted. Assignments received after 5 calendar days will not be accepted. Teams not available to do their presentations on their assigned date will forfeit the marks for the assignment and will not be rescheduled.

## Course Schedule

(Subject to change at the discretion of the professor)

Date		Topics & Deliverables  <b>Bold indicates a deliverable due</b>	Materials * = reading Text = MacLean Leadership Book
2024 Week of:		Wednesday, September 4th, First day of class Friday, September 13th, Last day to register for Fall 2024 Monday, September 30th, Statutory Holiday (no classes) Monday, October 14th, Statutory Holiday (no classes) Friday, October 25th, Last day to withdraw from class without academic penalty Monday, November 11th, Statutory Holiday (no classes) Friday, December 6th, Last day of class Tuesday, December 10th – Friday, December 20th, Final Exam Period	
1	Sept. 2-6	<b>Overview of Course and Expectations</b> <b>Introduction to Leadership</b>	(MacLean, 2023)
2	Sept. 9-13	<b>Leadership Theory: Servant &amp; Level V</b> <b>Team Formation for Assignments</b>	*Gandolfi & Stone (2018) *Collins, Jim. (2001) (MacLean, 2023)
3	Sept. 16-20	<b>Wholehearted Leadership</b> <i>Leadership Interview Question Review</i> <b>Guest Speaker (or video)</b>	(MacLean, 2023) Note: have book completed by this class
4	Sept. 23-27	<b>Developing Your Emotional Intelligence</b> <b>Introduction to Followership</b> <i>EQi assessment <u>must</u> be completed for class</i>	EQ assessment – see professor for assessment instructions Goleman (2009)
5	Sept. 30 - Oct. 4	<b>Leadership through Strengths</b> StrengthsFinder <i>SF assessment <u>must</u> be completed for class</i>	StrengthsFinder Assessment See Moodle for code needed.
6	Oct. 7-11	<b>Diversity and Leadership</b>	*National Equity Project (2019) *Johnson (2018)
7	Oct. 14-18	<b>Leadership in Action</b> <b>Leadership Panel</b> <b>Interview of a Local Leader Assignment Due October 17, 2024 by 11:59 pm</b>	
8	Oct. 21-25	<b>Leadership through Personality</b> <i>Myers-Briggs Type Indicator <u>must</u> be completed for class.</i> Note: True Colors may be substituted for Myers-Briggs	MBTI Assessment Whitepaper: Great leaders are authentic leaders

			(Psychometrics, n.d.)
9	Oct. 28 - Nov. 1	<b>Values-based Leadership; Co-Leadership; Adaptability</b>	Lunapads Case Myrah & Sawatzky (2016) *Chima & Gutman (2020)
10	Nov. 4 -8	<b>Followership</b> <b>In class discussion of Leader Interviews</b> <b>Exam preparation Discussion</b> <b>Leadership Seminar Proposal due Nov. 7<sup>th</sup>, 2024 by 11:59 pm</b>	*Northhouse (2019)
11	Nov. 11 -15	<b>Course Exam</b>	See professor for instructions
12	Nov. 18 - 22	<b>Leadership Plan Development</b> <b>Presentation Development</b>	
13	Nov. 25 - 29	<b>Team Presentations: Leadership Seminar (asynchronous and face-to-face)</b>	See Moodle for instructions
14	Dec. 2 - 6	<b>Team Presentations: Leadership Seminar (asynchronous and face-to-face)</b>	See Moodle for instructions
		<b>Leadership Plan Due December 8th, 2024 by 11:59 pm</b>	See Moodle for instructions No final exam

## Skills Across the Business Curriculum

The Okanagan School of Business promotes core skills across the curriculum. These skills include reading, written and oral communications, computers, small business, and academic standards of ethics, honesty and integrity.

## Student Conduct and Academic Honesty

### What is the Disruption of Instructional Activities?

At Okanagan College (OC), disruption of instructional activities includes student “conduct which interferes with examinations, lectures, seminars, tutorials, group meetings, other related activities, and with students using the study facilities of OC”, as well as conduct that leads to property damage, assault, discrimination, harassment and fraud. Penalties for disruption of instructional activities include a range of sanctions from a warning and/or a failing grade on an assignment, examination or course to suspension from OC.

### What is Cheating?

“Cheating includes but is not limited to dishonest or attempted dishonest conduct during tests or examinations in which the use is made of books, notes, diagrams or other aids excluding those authorized by the examiner. It includes communicating with others for the purpose of obtaining information, copying from the work of others and purposely exposing or conveying information to other students who are taking the test or examination.”

Students must submit independently written work. Students may not write joint or collaborative assignments with other students unless the instructor approves it in advance as a group/team project. Students who share their work with other students are equally involved in cheating.

### What is Plagiarism?

Plagiarism is defined as “the presentation of another person’s work or ideas without proper or complete acknowledgement.” It is the serious academic offence of reproducing someone else’s work, including words, ideas and media, without permission for course credit towards a certificate, diploma, degree and/or professional designation. The defining characteristic is that the work is not yours.

“Intentional plagiarism is the deliberate presentation of another’s work or ideas as one’s own.” Intentional plagiarism can be a copy of material from a journal article, a book chapter, data from the Internet, another student, work submitted for credit in another course or from other sources.

“Unintentional plagiarism is the inadvertent presentation of another’s work or ideas without proper acknowledgement because of poor or inadequate practices. Unintentional plagiarism is a failure of scholarship; intentional plagiarism is an act of deceit.”

### What are the Students’ Responsibilities to Avoid Plagiarism?

Students have a responsibility to read the OC Plagiarism Policy and Procedures outlined in the OC calendar, which is available in online format [www.okanagan.bc.ca](http://www.okanagan.bc.ca). Students must acknowledge the sources of information used on all their assignments. This usually involves putting the authors’ name and the year of publication in parentheses after the sentence in which you used the material, then at the end of your paper, writing out the complete references in a Reference section.

“Students are responsible for learning and applying the proper scholarly practices for acknowledging the work and ideas of others. Students who are unsure of what constitutes plagiarism should refer to the UBC publication “*Plagiarism Avoided; Taking Responsibility for your Work*”. This guide is available in OC bookstores and libraries.

Students are expected to understand research and writing techniques and documentation styles. The Okanagan School of Business requires the use of the APA or MLA style, but suggests that students cite references using the APA guidelines (see Publication Manual of the American Psychological Association, 6<sup>th</sup> edition (2009)). A copy of the APA manual is available in the reference section and also available for circulation from OC libraries. The library website has access to these two major citing styles.

### What are the Penalties for Plagiarism and Cheating?

The Okanagan School of Business does not tolerate plagiarism or cheating. All professors actively check for plagiarism and cheating and the Okanagan School of Business subscribes to an electronic plagiarism detection service. All incidents of plagiarism or cheating are reported and result in a formal letter of reprimand outlining the nature of the infraction, the evidence and the penalty. The Dean of the Okanagan School of Business and the Registrar record and monitor all instances of plagiarism and cheating. Penalties for plagiarism and cheating reflect the seriousness and circumstances of the offence and the range of penalties includes suspension from OC.