

COURSE CODE: BUAD 370

COURSE TITLE: Leadership

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: BUAD 499

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

CHAIR'S APPROVAL:



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

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Kerry Rempel	4778	TBD	krempe1@okanagan.bc.ca
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Evaluation Procedure

Term Work (breakdown provided in your course materials on Moodle)	55 %
Exam*	25 %
Individual Leadership Plan*	<u>20 %</u>
Total**	100 %

Course Policy on the Use of Artificial Intelligence

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 may be available at the bookstore: [Course Search - Okanagan College Campus Store](#) or purchased online at various retailers.
- 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, 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 a combined overall passing average grade on both their leadership plan and course exam (minimum of 22.5% of the 45% combined marks assigned to these two individual components of the course). **The course exam will require access to a personal computer or ipad and will use 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 is one team assignment 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 online, and each group will be required to develop a performance evaluation as part of their proposal. Once they have delivered their team assignment, they will 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 speaker & other online sources and assignments will add other experiential dimensions to your leadership development.

Late Policy:

The team assignment is done in groups and individual assignments are not accepted. Assignments received late will be deducted 10% per day. Any individual or team assignment received after the due date time specified will automatically be deemed one day late and 10% will be deducted. Assignments received after 5 calendar days will not be accepted.

Course Schedule

(Subject to change at the discretion of the professor)

Date		Topic	Textbook
2026 Week of:		Mon, Jan 5 – Classes begin Fri, Jan 16 – Last day to register for a course and to receive a refund for course drop Mon, Feb 16 – Statutory Holiday (No Classes) Tue, Feb 17 – Fri, Feb 20 – Mid-semester study break (No Classes) Fri, Mar 6 – Last day to withdraw from a course without academic penalty Fri, Apr 3 & Mon, Apr 6 – Statutory Holiday (No Classes) Fri, Apr 10 – Last day of regularly scheduled classes Mon, Apr 13 – Wed Apr 22 – Final exam period – see policy	* = reading Text = MacLean Leadership Book
Week One	Jan 6-10	Overview of Course and Expectations	
Week Two	Jan 13-17	Introduction to Leadership	Textbook: MacLean, (2023)
Week Three	Jan 20-24	Leaders in Action / Leadership Styles	*Gandolfi & Stone (2018) *Collins, Jim. (2001) Textbook: MacLean (2023)
Week Four	Jan 27-31	Wholehearted Leadership	Textbook: MacLean (2023)
Week Five	Feb 3-7	Developing Your Emotional Intelligence	EQi assessment See Moodle for instructions. *Goleman (2009)
Week Six	Feb 10-14	Leadership through Strengths	StrengthsFinder Assessment - see Moodle for code needed *Chima & Gutman (2020)
Week Seven	Feb 17-21	Reading Week – no weekly assignment	
Week Eight	Feb 24-28	Leadership through Personality	*MBTI Assessment Whitepaper: Great leaders are authentic leaders (Psychometrics, n.d.)
Week Nine	March 3-7	Leadership through Personality (cont.)	
Week Ten	March 10-14	Value-based Leadership	* National Equity Project (2019) *Johnson (2018) *Aarts (2024) *André (2024)
Week Eleven	March 17-21	Co-Leadership	*Lunapads Case, Myrah & Sawatzky (2016) *Northhouse (2019)
Week Twelve	March 24-28	Followership	
Week Thirteen	Mar 31-April 4	Team Presentations	See Moodle for instructions
Week Fourteen	Apr 7-11	Team Presentations and Course Review	See Moodle for instructions
		Final Exam Period	

Skills Across the Business Curriculum

The 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

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.

Academic Honesty: Students have a responsibility to read the [OC Academic Integrity Policy](#).

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 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 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, 6th edition (2009)). A copy of the APA manual is available in the reference section and 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 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.