



MAG 292 Organizational Leadership

Winter 2024

Course Credits: 4

Contact Hours: 56 hours

Instructor: TBA

Email: TBA

COURSE OBJECTIVES

Leadership is both an art and a science. This course aims to provide students with a thorough understanding of organizational leadership principles and practices. It equips students with a foundational comprehension of the challenges leaders face when guiding complex groups and explores strategies for effective leadership. Through the exploration of various leadership theories, models, and concepts, students will develop the skills needed to lead and manage individuals and teams within organizations. The course also emphasizes the importance of ethical leadership in diverse organizational settings.

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

1. Define and describe the concept of organizational leadership and its importance in contemporary business environments.
2. Analyze and apply various leadership theories and models to real-world organizational scenarios.
3. Identify and explain the role of values, ethics, and social responsibility in leadership.
4. Evaluate and employ strategic leadership techniques to drive organizational change and innovation
5. Develop effective communication skills, including active listening, conflict resolution, and persuasive communication.

PREREQUISITES

N/A



GRADING

Grades will be determined by accumulating points, with 100 points being the maximum, as follows:

ITEM	POINTS
Case Study Analysis	40 Points
Midterm Exam	15 Points
Group Presentation	15 Points
Final Exam	30 Points
Total	100 Points

Late submissions will be graded at the end of the course. Grades will be assigned according to the following rule:

$A \geq 90 > B \geq 80 > C \geq 70 > D \geq 60 > F$.

We reserve the right to make adjustments to the overall grading policy.

COURSE MATERIALS

Required Texts:

Peter G. Northouse, *Leadership: Theory and Practice*, 8th Edition, Sage Publications, 2016.

Recommended (Optional) Texts or Other Materials:

Additional readings and case studies provided by the instructor.

COURSE TOPICS

MODULE	TASKS
Module 1	Topics: Topic 1: Introduction to Organizational Leadership Topic 2: Trait Approach Topic 3: Skills Approach Topic 4: Case Studies and Discussions Assessments: Case Study Analysis #1



Module 2	Topics: Topic 5: Behavioral Approach Topic 6: Situational Approach Topic 7: Path–Goal Theory Topic 8: Case Studies and Discussions Assessments: Case Study Analysis #2
Module 3	Topics: Topic 9: Leader–Member Exchange Theory Topic 10: Transformational Leadership Topic 11: Authentic Leadership Topic 12: Case Studies and Discussions Assessments: Case Study Analysis #3 Midterm Exam
Module 4	Topics: Topic 13: Servant Leadership Topic 14: Adaptive Leadership Topic 15: Followership Topic 16: Case Studies and Discussions Assessments: Case Study Analysis #4
Module 5	Topics: Topic 17: Leadership Ethics Topic 18: Gender and Leadership Topic 19: Culture and Leadership Topic 20: Group Presentation Assessments: Group Presentation Final Exam

ATTENDANCE

1) Class attendance is required. Missing classes without permission will lead to decrease in overall grade.

Missing less than two classes: no penalty.

Missing more than two classes: 7% will be taken off from the overall grade.

If the instructor reports a student's frequent missing of class to the Soochow University Academic Administration Office, the student might get a written warning and might be prohibited from attending final exam.



2) Participants in this course are expected to arrive in class promptly and adequately prepared. The primary objective of this course is to critically engage with the readings and the subject matter. Therefore, course participants are expected to have completed the reading prior to class and prepare thoughtful reflections/commentaries to share with fellow colleagues.

LEARNING REQUIREMENTS

- 1) Late assignments are not acceptable and are subjected to grade deductions.
- 2) Assignments submitted in the wrong format will be counted as not submitted.
- 3) Failure to submit or fulfill any required course component results in failure of the class.
- 4) Make-up for midterm and final exams only with valid excuses, as defined by the University.
- 5) In order to earn a Certificate of Completion, participants must thoughtfully complete all assignments by stated deadlines and earn an average quiz score of 50% or greater.

TECHNOLOGY POLICY

The use of electronic devices in class is distracting, both for the user and for the rest of the class. Only non-programmable calculators can be used in the tests and exam. Any attempts to use cell phones and other electronic communication devices will be seemed as cheating. Laptops are discouraged, unless you use them for activities DIRECTLY related to the course (e.g., note taking, reading course documents).

ACADEMIC INTEGRITY POLICY

Soochow University highly values the academic integrity and aims to promote the academic fairness, honesty and responsibility. Any academic dishonesty behaviors and any attempts to cheats and plagiarism will be reported to the university administration office. A written warning and the relevant penalties will be imposed. The record might be shown on the official university transcript.

DISABILITY ACCOMMODATION



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Soochow University is committed to maintaining a barrier-free environment so that students with disabilities can fully access programs, courses, services, and activities at Soochow University. Students with disabilities who require accommodations for access to and/or participation in this course are welcome.

Note:

Please contact the University Administrative Office immediately if you have a learning disability, a medical issue, or any other type of problem that prevents professors from seeing you have learned the course material.