

The Effective Leader

LEAD6201

Course Outline

Description:

The Effective Leader Module One overviews the key approaches to the study and implementation of effective leadership. The key research approaches are discussed with very practical applied implications being learned by the students. Most importantly students will leave the program with a better understanding of how to implement leadership; they will have acquired a number of the basic skills on which to further develop their understanding and practice skills through the later leadership modules.

Course Goals:

- Provide an overview of Key Leadership Models and Approaches
- Develop within the student an understanding of what constitutes an effective vs a ineffective leader
- Develop key communication skills that form the basis of leadership enactment
- Teach the students the finer points of leadership influence through various sources of power.

Course Objectives: At the completion of this course, the student will be able to:

- Define what constitutes leadership; both conceptually and behaviorally
- Distinguish between the traits of an effective leader and one much less effective
- Convert these traits into a set of behaviors that they can commit to learn and implement over the next several months
- Utilize active listening skills to enhance leadership effectiveness
- Reduce defensiveness and enhance supportive behaviors in their leadership activities
- Develop more open relationships with their followers and others with whom they interact
- Utilize the sources of power that will likely enhance their ability to positively influence subordinate motivation and behaviour

Attendance Requirements:

Students are required to attend 100% of class time in order to receive a completion for this course. A grade report can be printed from myWCS.

Code of Student Conduct:

The purpose of the Code of Student Conduct is to define the general standard of conduct expected of students registered at Western University, provide examples of behaviour that constitutes a breach of this standard of conduct, provide examples of sanctions that may be imposed, and set out the disciplinary procedures that the University will follow. For the complete Code of Student Conduct: <http://www.uwo.ca/univsec/pdf/board/code.pdf>.

Course Schedule:

Effective Leadership Module One is a two day training module that is provided in back to back day-long training modules. Therefore there is no weekly schedule. Following is a daily topic schedule

Western Continuing Studies

Daily Schedule

Day One:

Defining Leadership

Best and worst leaders you've ever had: traits and behaviors

Determination of the top ten traits and behaviors to grow in oneself

Determination of the worst traits and behaviors to avoid

Leadership approaches: Traits, Fatal Flaws, Emotional Intelligence

Communication: Levels of Listening Exercise and skill development

Day Two:

Leadership Communications role play exercise

Encouraging feedback in leadership communications: Dominoes Exercise skill development

Defensive vs Supportive communication climates

Developing Open Communications: JoHari Window model discussion

Developing trust in our relationships

Giving and Receiving Performance Feedback: Guideline discussion.

Managing from the Heart

Developing one's sources of power for leadership influence

Leadership Communications role play exercise

Closing discussion: Putting it all into practice.

Evaluation Method:

As part of the course/instructor evaluation, a survey will be sent to you electronically by Continuing Studies. You will be asked the following questions. Please consider these throughout the course.

1. How would you rate your overall experience?
2. Please indicate your agreement with the following statements:
 - a. The course content was relevant and valuable.
 - b. The instructor conducted class sessions in an organized, well-planned manner.
 - c. The instructor explained concepts clearly.
 - d. The instructor displayed enthusiasm and energy in conducting class sessions.
 - e. The instructor made me feel comfortable in the learning environment.
 - f. The instructor encouraged my participation and interaction.