

## Culture and Diversity: Leadership Challenges

LEAD6206

### Course Outline

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#### Description:

Understanding how organizations are structured and operate and how the individuals who make up that organization perceive themselves and their roles, is an important leadership skill. As an effective leader, you have to be able to understand your organization's culture in order to lead change, ensure employee retention and motivation and manage the response to strategic initiatives. This module will not only enable you to explore the role of learned behaviours, organizational norms and values and ethics, but also the challenges of leadership in a global, diverse and multicultural society.

#### Course Goals:

Given an understanding of the nature of organizational culture the participants will be able to describe how to create a culture that uses diversity to its benefit

#### Course Objectives:

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

- Define Organizational Culture (OC)
- Describe its purpose and importance to leaders
- Explain how various artifacts reflect culture
- Identify how culture is part of organizational change
- Apply an understanding of culture to the leader's role
- Define diversity
- Describe how diversity affects the leader's role
- Apply culture and diversity principles
- Develop Diversity Consciousness

#### 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:**

### **Day One: Organization Culture & Leadership – Theories and Understanding**

09:00 Introductions, Course Objective Day-One  
09:30 OC&L: Definitions & Theories  
10:30 Break  
10:45 OC&L: Theories & Applications cont'd  
12:00 Lunch  
13:00 Case Study  
14:00 Break  
14:15 Culture and Leader Effectiveness: The GLOBE Study  
15:30 Conclusion & Prep work for day-two

### **Day Two: Managing Diversity**

09:00 Opening Discussion, Course Objective Day-Two  
09:30 Diversity -Dealing with differences. Fear of otherness. Prejudice and stereotypes. Discrimination and equality.  
10:30 Break  
10:45 Theories of exclusion, diversity & intergroup relations.  
12:00 Lunch  
13:00 Case Study  
14:00 Break  
14:15 The Inclusive Workplace Model  
14:45 Developing Diversity Consciousness  
15:45 Wrap up/Conclusion

## **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.