Building High-Performing Teams
LEAD6205

Course Outline

Description:

Successfully motivating others is the fuel that helps drive a business forward and is critical to the success of any organization. This course introduces the principles and factors that will enable you to develop your understanding and skill in creating an environment that aligns employee motivation with organizational performance management. You will learn how to stimulate employee enthusiasm, gain commitment and focus people on an effective path.

Course Goals:
- Develop an understanding of the importance of motivation in modern-day management systems
- Understand how theories of motivation, rooted in science, have changed over the years and the corresponding implications for employers and employees
- Determine easily-implemented strategies for increasing motivation in the workplace

Course Objectives:

At the completion of this course, students will be able to:
- Define motivation in relevant terms
- Distinguish between management and leadership
- Determine how to evaluate performance effectively
- Lead with confidence
- Inspire others to achieve their potential within the work environment and beyond

Texts:

Readings, articles, and cases distributed though OWL. Knowledge held and generated by participants will be an important resource.

Evaluation: This is a graded course where a complete or incomplete will be issued.
In order to receive a completion for this course, a student must:
- Attend **3 out of 4** scheduled Zoom sessions:
- Post in the online discussion for Lessons 1 and 3
- Complete **4** Motivation Journal Entries

Policy on Cheating and Academic Misconduct:

Academic honesty is a cornerstone of conduct at Western University. We cannot have freedom of expression without integrity. Students are responsible for understanding the nature of and avoiding the occurrence of plagiarism and other academic offences; please refer to the section on "Scholastic Offences" in the current University Academic Calendar, or on the web at http://www.westerncalendar.uwo.ca. Such offences include plagiarism, cheating on an examination, submitting false or fraudulent assignments or credentials, impersonating a candidate, or submitting for credit in any course any academic work for which credit has previously been obtained or is being sought in another course in this University or elsewhere (without the knowledge and approval of the instructor to whom the work is submitted). Students enrolled in non-degree courses are expected to abide by the University's code of conduct.

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/board/code.pdf

Plagiarism:

All required papers may be subject to submission for textual similarity review to the commercial plagiarism detection software under license to the University for the detection of plagiarism. All papers submitted will be included as source documents in the reference database for the purpose of detecting plagiarism of papers subsequently submitted to the system. Use of the service is subject to the licensing agreement, currently between Western University and Turnitin.com (http://www.turnitin.com).

How often will the instructor communicate with me?

You will have the opportunity to ask questions during the weekly Zoom sessions or send an email to your instructor. Your instructor will try and respond to your emails within one business day.

Policy on Late Assignments:

Assignments are due (official week end) after each class session. Late assignments will be penalized 5% per day until the following class, after which it will receive a grade of 0%.

When will I receive my grades?

Final grades will be available 2 weeks after the last scheduled day of the course.
A grade report can be printed from myWCS.

Western Digital Badge

If you have met the course requirements for this Western approved micro-credential, you will receive an email from MyCreds to claim your digital badge. Badges are embedded with data that verifies your skills and achievements. Share them with your employer, on LinkedIn and other social media sites.

How do I hand in assignments?

All assignments will be submitted electronically through OWL using the assignment tool. Failure to meet deadlines without the instructor's written permission will be subject to the late assignment policy. It is the student's responsibility to ensure that all assignments forwarded to the instructor arrive before the due date. If you experience difficulty in submitting assignments through OWL, you are responsible for contacting the instructor and arranging an alternate method of delivery (e.g. e-mail attachment) for the assignment.

This course outline is a sample only and is subject to change.

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Course Schedule:

WEEK	TOPIC	ACTIVITIES
1	Introductions Definitions Leadership and Motivation	Synchronous class Breakout group discussions Online discussions Motivation journal Optional deep dive content
2	Leading for performance Preparing to lead Relationships and reward systems	Synchronous class Breakout group discussions Motivation journal
3	Spectrum of Motivation Model Measuring ARC Evaluating MVP Directing motivation	Synchronous class Breakout group discussions Online discussions Motivation journal
4	Performance management systems Measuring performance Connecting motivation to performance Obstacles to performance and how to overcome them	Synchronous class Breakout group discussions Motivation journal

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