

University of Arkansas - Fort Smith
5210 Grand Avenue
P. O. Box 3649
Fort Smith, AR 72913-3649
479-788-7000

General Syllabus

LEAD 3603 Foundations of Organizational Leadership

Credit Hours: 3

Lecture Hours: 3

Laboratory Hours: 0

Prerequisite: None

Effective Catalog: 2024-2025

I. Course Information

A. Catalog Description

Introduces leadership through the examination of historical perspectives and theories. Examines contemporary issues impacting leaders in a technology-driven global environment.

II. Student Learning Outcomes

A. Subject Matter

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

1. Define leadership and distinguish among various leadership theories and styles.
2. Examine organizational values and vision, and their impact on leader effectiveness.
3. Apply the concepts of leadership and strategic thinking tools.
4. Practice foundational skills to help clarify goals and increase leadership effectiveness.
5. Discuss leadership challenges that arise in modern organizations.
6. Identify the differences between management and leadership.
7. Demonstrate innovative and visionary, proactive leadership by crafting solutions to problems.
8. Demonstrate the capacity to lead change.
9. Apply higher-level critical thinking skills within the leadership framework to analyze the relationship between personal leadership initiative and emerging stakeholders' needs.

10. Examine the leader's role in building and maintaining working relationships.

B. University Learning Outcomes

This course enhances student abilities in the following areas:

Communication Skills (written and oral)

Students will apply communication concepts and theories to different types of changing environments.

Ethical Decision Making

Students will recognize and analyze ethical dilemmas and understand how ethics play an important role in defining personal and organizational values and goals on leader effectiveness.

Global and Cultural Perspectives

Students will reflect upon cultural differences and their implications for interacting with people from cultures other than their own when developing their personal leadership profile.

III. Major Course Topics

- A. Strategic leadership and crisis management
- B. Leadership behaviors and modification
- C. Leadership theories
- D. Ethics
- E. Team leadership and self-managed teams
- F. Cultural leadership and diversity
- G. The learning organization
- H. Implementation of organizational change initiatives
- I. Leading in a changing, turbulent environment
- J. Confidence, and the ability to function in an ambiguous situation
- K. Relationships and enhanced trust within the organization
- L. Influencing: Power, Politics, Networking, and Negotiation