

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

General Syllabus

LEAD 4663 Personal Development

Credit Hours: 3

Lecture Hours: 3

Laboratory Hours: 0

Prerequisite or corequisite: None

Effective Catalog: 2024-2025

I. Course Information

A. Catalog Description

Focuses on intrapersonal and interpersonal skill development required for advancement in leadership. Development of the leadership character is a major concern of the course including ethical challenges, dealing with failure, development of compassion, and self-regulation.

II. Student Learning Outcomes

A. Subject Matter

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

1. Define, describe, and critique leadership character
2. Defend the organizational and personal benefits that construct the leadership character
3. Evaluate ethical challenges
4. Evaluate the role of judgment
5. Analyze the organizational value of failure
6. Describe the organizational benefits of integrity
7. Describe and discuss humility and vulnerability in the context of leadership
8. Describe and discuss compassion in the context of leadership

B. University Learning Outcomes

This course enhances student abilities in the following areas:

Analytical Skills--

Critical Thinking Skills - Students will analyze the forces of change that affect the market, customer relations, and employees, in international organizations

Communication Skills (written and oral)

Students will create a plan for leadership growth and development that incorporates formal written and oral presentation skills. Students will develop interpersonal communication skills to support leadership positions.

Ethical Decision Making

Students will evaluate the impact of ethical leadership in the workplace.

Global and Cultural Perspectives

Students will reflect upon cultural differences and their implications for interacting with people from cultures other than their own in leadership situations

III. Major Course Topics

- A. The context of leadership character
- B. Character lessons from failure
- C. Vulnerability and risk exposure
- D. Authenticity
- E. Integrity
- F. Accountability
- G. Courage
- H. Humility
- I. Compassion and caring for others and ourselves