

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

General Syllabus

LEAD 36303 Leadership Theory

Credit Hours: 3 Lecture Hours: 3 Laboratory Hours: 0

Prerequisite or corequisite: LEAD 36003 Foundation of Organizational Leadership

Effective Catalog: 2019-2020

I. Course Information

A. Catalog Description

Identifies and describes the major theories and models of leadership. Evaluation of case studies to determine personal leadership approaches

B. Additional Information

This course is a requirement for Organizational Leadership majors.

II. Student Learning Outcomes

A. Subject Matter

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

1. Describe the profession of leadership
2. Evaluate the trait approach of leadership
3. Identify the skills approach of leadership
4. Demonstrate the behavior approach of leadership
5. Break down and characterize the situational approach of leadership
6. Assess Path-Goal Theory
7. Evaluate Leader Member Exchange Theory
8. Illustrate Transformational Leadership
9. Evaluate Authentic Leadership
10. Analyze of Servant Leadership
11. Describe and apply Adaptive Leadership
12. Define and assess Followership
13. Evaluate Leadership Ethics
14. Incorporate Team Leadership
15. Characterize Gender Leadership
16. Give examples of Culture and Leadership

B. University Learning Outcomes (ULO)

This course enhances student abilities in the following areas:

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.

Analytical Skills--

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

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. Ways of conceptualizing leadership
- B. Definitions and components of leadership
- C. Five-factor Personality Model and Leadership
- D. Skills model and skills approach
- E. Behavioral Approach
- F. Situational Approach
- G. Directive, supportive and participative leadership
- H. LMC theory
- I. Characteristics of transformation, authentic, servant, adaptive and transactional leadership
- J. Role and relational perspectives of followers
- K. The dark side of leadership
- L. Team leadership model
- M. The glass ceiling
- N. Culture clusters