Application for Human Relations Requirement status

Course number/title: BA278 Leadership and Team Dynamics
Catalog course description: This course focuses on developing the leadership potential of emerging leaders, and it also enhances students' understanding of teams, thereby increasing their effectiveness as team members. Leadership philosophies, ethical issues, articulating visions, and ways to empower others will be explored through readings, activities, and discussions.

Courses meeting the Human Relations requirement shall:
- Be a minimum of 3 credits
- Be regularly numbered offerings (not 199 or 299 temporary or 298 independent study)

Additionally, qualifying courses shall:	How course meets criteria
1. Incorporate interactive learning activities	- small group discussion and all group discussions - forum postings on readings to generate critical thinking - Variety of content activities that are performed in small groups and then shared with the class. These usually involve some type of problem solving and focus on team work.
2. Be well founded in theory	Readings are based on multiple theories with different interpretations of these theories. (ethics, empowering, leadership styles, visioning, team building, servant leadership, etc.)
3. Connect course skills to practical application	All course skills are made relevant through discussion and activity application.
4. Require significant out-of-class practice of skills	Students are required to practice skills through assignments outside of class, required service learning experiences, and working with others on team projects.

Courses that qualify for AAS Human Relations status will require students to demonstrate competency in at least three of the following outcomes.

Students successfully completing this course will:	Related course learning outcome
1. Identify their individual work style (i.e., where they like to focus their attention, the way they like to take in information and the way they like to make decisions), and the strengths and weaknesses of that style. Describe the strengths of other work styles and how to work	Students take the MBTI assessment and constantly review the differences in types throughout the course activities and discussions.

Please attach the approved course outline.

cooperatively with workers with different styles.	SDI (Strength Deployment Inventory) is administered sometimes in addition to or in lieu of the MBTI instrument. Students learn the preferences of others and how to work with them through changes, conflicts, etc.
2. Describe and utilize appropriate communication skills including non-verbal communication and active listening. Describe barriers to communication and how to overcome them. Describe appropriate and inappropriate forms of electronic communications with respect to employment and professionalism.	
3. Describe the characteristics of an effective work team and how to be a capable team member.	Lead by creating, articulating, and fostering a shared vision. Engage in building effective teams. Lead by empowering others.
4. Understand the issues involved in working with people different cultural backgrounds and how to work effectively diverse workplace.	
5. Describe and demonstrate the rules of "principled negotiation" and conflict resolution. Understand what sexua harassment is, how to prevent it, and how to deal with it if i occurs. Recognize, describe, and demonstrate Assertive behavior and describe how it differs from Passive and Aggressive behavior.	Identify and constructively resolve organization, team, and interpersonal conflicts. Demonstrate improved decision-making skills by utilizing a process approach.
6. Describe and demonstrate customer satisfaction skills for "internal" and "external" customers.	
7. Identify character traits associated with being an ethical person and use a systematic method for making ethical decisions and behaving ethically in the workplace..	Understand various ethical tools and the reasoning behind various ethical positions.
8. Describe and give examples of how to effectively manage workplace stress and anger.	

Judy Boozer 12-11-14   _Dave Peterson_ 12-11-2014

Instructor   Date   Academic Dean   Date

Please attach the approved course outline.

Lane
Community College

Title:	**Leadership & Team Dynamics**	**Course Hours Per Week:**	
Number:	BA 278	**Lecture:**	4
Credits:	4	**Lec/Lab:**	0
Prerequisites:		**Lab:**	0
Corequisites:		**Total:**	4

Description: This course focuses on developing the leadership potential of emerging leaders, and it also enhances students' understanding of teams, thereby increasing their effectiveness as team members. Leadership philosophies, ethical issues, articulating visions, and ways to empower others will be explored through readings, activities, and discussions.

Objectives/Learner Outcomes:
Upon successful completion of this course the student should be able to:

1. Understand the advantages, disadvantages, and circumstantial uses of various leadership styles.

2. Lead by creating, articulating, and fostering a shared vision.

3. Identify, clarify, and set clear, challenging, obtainable, and measurable goals.

4. Understand various ethical tools and the reasoning behind various ethical positions.

5. Demonstrate improved decision-making skills by utilizing a process approach.

6. Identify and constructively resolve organization, team, and interpersonal conflicts.

7. Engage in building effective teams.

8. Lead by empowering others.

9. Understand the human reactions to change and the skills necessary to lead or act as a change agent.

10. Understand and implement the theories of servant leadership.

Assessment Measures and Activities:
May include quizzes, tests, written products, portfolios, or other measures of performance.

1. Written assignments

2. Group projects

3. Exams

Grade Composition:

Instructor discretion.

Course Content/Outline:

I.   Developing a personal leadership philosophy

II.   Articulating a vision

III.   Leading with goals

IV.   Applying ethics to leadership

V.   Decision making

VI.   Managing conflict

VII.   Team Building

VIII.   Empowering groups

IX.   Initiating change

X.   Leading by serving

XI.   Final exam