

**Max M. Fisher College of Business
The Ohio State University**

**BUSMHR 3211
Leadership and Character
Spring 2017
Schoennbaum Hall 215**

Instructor: Charles J. Buchanan
Email: Buchanan.241@osu.edu
Class Hours: M-W-F 12:40-1:35pm
Office Hours: By Appointment

Issues of leadership as related to value-based decision making, character, and personal integrity.

Course Purpose

Character means different things to different people. Character is also one of the two main components of a leader with the other being competence. The purpose of this course, Leadership and Character (L&C) is to study leadership character and its importance to the way we lead. We will discuss personal values, decision making, and virtues as well as learn how we can lead with character. Character is built overtime and this course stimulates growth through focused learning, exploration and reflection.

Course Description and Concept

L&C is a highly interactive course blending theory and practice. The course includes a combination of group work, lectures, reading and practical exercises. Character is different for every leader. These difference will make lively class discussions. Leadership is a hands-on activity and so is this class. Students are expected to read prior to class and be prepared to discuss the reading in class. Students will be expected to share their own impression of the reading. This will lead to self-discovery and help students establish their personal values and character they will draw upon as leaders. That is a long way of saying that the class will involve a lot of discussion and very little lecture. Students will learn from each other through guided discussion.

The second half of the course will focus on how to be an exemplary leader. We will read *The Student Leadership Challenge* and use its lessons to learn how to apply what we learned in the first half of the course.

Guest speakers will present periodically to reinforce key areas of character and leadership. Their personal stories will help students relate to the material covered through the course.

Students are assigned to a small group to conduct two group assignments. The first assignment is a presentation covering the lessons learned from reading *Grit: The Power of Passion and Perseverance*. The second group assignment requires teams to conduct a presentation covering a virtue and its importance to the group.

Course Objectives

This course is focused on developing students' understanding of character and its importance to leadership. More specifically, students will:

BUSMHR 3211 – Leadership and Character

Spring 2017

- 1) Develop a more comprehensive understanding of leadership character
- 2) Explore personal values and start developing one's own set of personal values
- 3) Understand the importance of passion and perseverance
- 4) Read *The Leadership Challenge* and gain understanding of exemplary leadership
- 5) Develop habits of personal reflection and self-discovery
- 6) Have fun and engage in lively class discussions

Course Interaction

It is worth emphasizing that L&C is highly interactive. Students will work closely together as teams and as a class. Leadership is a hands-on-activity, please be prepared to participate and make the most of this opportunity. Students are expected to contribute to class discussion and interact with guest speakers.

Classroom Environment and Policies

The classroom environment is focused on collaboration and shared learning. Students are encouraged to actively participate in class discussions. A significant amount of time will be spent on group discussions. These discussions are only beneficial if you participate in them. The classroom is a safe environment and students should refrain from judging other students. The individual differences that we all have create diversity of thought. The classroom needs to remain a safe place that allows students to find their voice and explore their thoughts.

Tardiness and Absence from Class: Be professional, arrive on time, and be prepared to participate in class. Class is scheduled from 12:40 to 1:35. That means that you are in your seat ready to begin at 12:40 and remain in your seat, engaged in class until 1:35. Please notify the instructor if you are going to miss class. All assignments are docked points for late submissions.

Mobile Devices: As a courtesy to instructors, fellow students, and guest speakers, mobile devices are not to be used in class for anything except for note taking and the Top Hat application.

Course Materials

- *Developing Leadership Character*. Crossan, Mary; Seijts; and Gandz, Jeffrey. 2016. ISBN 978-1-138-82567-3

- *The Student Leadership Challenge: Five Practices for Becoming an Exemplary Leader*, Second Edition. Kouzes, James M. and Posner, Barry Z., 2014. ISBN 978-1-118-39007-8

- *Grit: The Power of Passion and Perseverance*. Duckworth, Angela, 2016. ISBN 978-1-5011-1110-5

Course Requirements and Grading

Course Requirements

Journal Entries =	150 Points
Group Presentation 1 =	200 Points
Group Presentation 2 =	200 Points
Reflection Paper =	200 Points
Class Participation =	250 Points

Course Assignments

BUSMHR 3211 – Leadership and Character Spring 2017

Journal Entries - Entries are submitted on Sundays, no later than midnight. One point is deducted for each day that the entry is late. There are 15 journal entries. Each entry is worth 10 points each. Entries are submitted in the appropriate folder on Canvas. Each journal entry answers the following four questions:

- 1) Specific question for the week.
- 2) What have I learned or discovered about character or leadership this week?
- 3) How can I apply what I have learned?
- 4) What is my goal for the next week?

Group Presentations – Students are assigned to groups of five. Each group conducts two group assignments. The first assignment is an overview of their assigned section of Grit. The second assignment is a presentation on a leadership profile. Each assignment is worth 200 points. More information on these assignments will be posted to Canvas.

Reflection Paper – Students are required to write a self-reflection paper at the end of the semester. This paper is in lieu of a final exam. Students utilize the lessons learned throughout the course to write a reflection paper on what they have learned and how they can apply it. More information will be provided during the course.

Class Participation – Students are awarded up to 250 points for class participation. Points are assessed based on the student's attendance, timeliness, participation and contribution. Peer and self-evaluations will also contribute a student's class participation grade. Class participation is focused on contribution to the class. This includes but is not limited to class discussions, attendance, and group projects.

Top Hat

We will be using the Top Hat (www.tophat.com) classroom response system in class. You will be able to submit answers to in-class questions using Apple or Android smartphones and tablets, laptops, or through text message.

You can visit the Top Hat Overview (<https://success.tophat.com/s/article/Student-Top-Hat-Overview-and-Getting-Started-Guide>) within the Top Hat Success Center which outlines how you will register for a Top Hat account, as well as providing a brief overview to get you up and running on the system.

An email invitation will be sent to you by email, but if don't receive this email, you can register by simply visiting our course website: <https://app.tophat.com/e/808550>

Note: our Course Join Code is: **808550**

Top Hat is free through OSU. Please go to <https://resourcecenter.odee.osu.edu/top-hat> for additional information.

Should you require assistance with Top Hat at any time, due to the fact that they require specific user information to troubleshoot these issues, please contact their Support Team directly by way of email (support@tophat.com), the in app support button, or by calling 1-888-663-5491.

Academic Misconduct: The Ohio State University's Code of Student Conduct, Section 3335-23-04 defines academic misconduct as: "Any activity that tends to compromise the academic integrity of the University, or subvert the educational process." Examples of academic misconduct include (but are not

BUSMHR 3211 – Leadership and Character
Spring 2017

limited to) plagiarism, collusion (unauthorized collaboration), copying the work of another student, and possession of unauthorized materials during an examination. Ignorance of the University's Code of Student Conduct is never considered an "excuse" for academic misconduct. The Ohio State University and the Committee on Academic Misconduct (COAM) expect that all students have read and understand the University's Code of Student Conduct, and that all students will complete all academic and scholarly assignments with fairness and honesty. Failure to follow the rules and guidelines established in the University's Code of Student Conduct may constitute "Academic Misconduct." Sanctions for the misconduct could include a failing grade in this course and suspension or dismissal from the University. For more information, please reference: <http://oaa.osu.edu/coamfaqs.html#academicmisconductstatement>

OSU Disability Policy: Every effort will be made to provide each student with a meaningful learning opportunity. If there are obstacles which prevent you from learning effectively, please schedule an appointment with the instructor so we can address this issue(s). Any student who feels that s/he needs an accommodation based on the impact of a disability should contact the instructor and/or The Office for Disability Services. This office is located in 150 Pomerene Hall, 1760 Neil Avenue. Telephone 292-3307, TDD 292-0901, <http://www.ods.ohio-state.edu/>

Additionally, the University strives to make all learning experiences as accessible as possible. If you anticipate or experience academic barriers based on your disability (including mental health, chronic or temporary medical conditions), please let me know immediately so that we can privately discuss options. You are also welcome to register with Student Life Disability Services to establish reasonable accommodations. After registration, make arrangements with me as soon as possible to discuss your accommodations so that they may be implemented in a timely fashion. **SLDS contact information:** slds@osu.edu; 614-292-3307; slds.osu.edu; 098 Baker Hall, 113 W. 12th Avenue.

Course Schedule:

Date	Day	Class Topic	Assignments	Notes
1/9/2017	Monday	Class Overview/Syllabus Review		
1/11/2017	Wednesday	Character Overview	Read DLC CH 1 & 2	
1/13/2017	Friday	Listening		
1/16/2017	Monday			MLK Day, No Classess
1/18/2017	Wednesday	Drive	Read DLC CH 4	
1/20/2017	Friday	Collaboration	Read DLC CH 5	
1/23/2017	Monday	Humility - Guest Speaker	Read DLC CH 7	Anthony Schlegal
1/25/2017	Wednesday	Humanity	Read DLC CH 6	
1/27/2017	Friday	Integrity	Read DLC CH 8	
1/30/2017	Monday	TBD		
2/1/2017	Wednesday	Temperence	Read DLC CH 9	
2/3/2017	Friday	Justice	Read DLC CH 10	
2/6/2017	Monday	Accountability	Read DLC CH 11	
2/8/2017	Wednesday	Courage	Read DLC CH 12	
2/10/2017	Friday	Guest Speaker		Don Jakeway
2/13/2017	Monday	Transcendence	Read DLC CH 13	
2/15/2017	Wednesday	Judgement	Read DLC CH 14	
2/17/2017	Friday	TBD		
2/20/2017	Monday	Group Presentations 1		Grit

BUSMHR 3211 – Leadership and Character
Spring 2017

2/22/2017	Wednesday	Group Presentations 1		Grit
2/24/2017	Friday	Group Presentations 1		Grit
2/27/2017	Monday	Module 1	Read SLC - Chap 1	
3/1/2017	Wednesday	Module 2		
3/3/2017	Friday	TBD		
3/6/2017	Monday	Module 3	Read SLC - Chap 2 and 3	
3/8/2017	Wednesday	Guest Speaker		MG John Harris
3/10/2017	Friday	TBD		Drill (CPX)
3/13/2017	Monday			Spring Break
3/15/2017	Wednesday			Spring Break
3/17/2017	Friday			Spring Break
3/20/2017	Monday	Module 4	Read SLC - Chap 4 and 5	
3/22/2017	Wednesday	Module 4		
3/24/2017	Friday	Module 4		
3/27/2017	Monday	Module 5	Read SLC - Chap 6 and 7	
3/29/2017	Wednesday	Module 5		
3/31/2017	Friday	Module 5		Drill (CSWQ)
4/3/2017	Monday	Module 6	Read SLC - Chap 8 and 9	
4/5/2017	Wednesday	Module 6		
4/7/2017	Friday	Module 6		
4/10/2017	Monday	Module 7	Read SLC - Chap 10 and 11	
4/12/2017	Wednesday	Module 7		Allery Webb(tenative)
4/14/2017	Friday	Module 7	Read SLC - Chap 12	
4/17/2017	Monday	Group Presentations 2		Leadership Profiles
4/19/2017	Wednesday	Group Presentations 2		Leadership Profiles
4/21/2017	Friday	Group Presentations 2		Leadership Profiles
4/24/2017	Monday	Course Reflection and Closeout		