

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

**BUSMHR 3211
Leadership and Character
Spring 2018
Schoennbaum Hall 215**

Instructor: Charles J. Buchanan

Email: Buchanan.241@osu.edu

Class Hours: M-W-F 12:40-1:35pm

Office Hours: Wednesdays, 10:30 to 11:30am and 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 as well as examine the ways we can apply leadership skills and abilities (the competence side of leadership). 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 differences 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* (or *The 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 watching the movie *Sully*. The second group assignment requires teams to present a profile of a leader and discuss character or ethical issues they faced resulting in failure or success.

BUSMHR 3211 – Leadership and Character
Spring 2018

Course Objectives

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

- 1) Develop a more comprehensive understanding of leadership character
- 2) Explore personal values and further develop one's own set of personal values
- 3) Explore real and hypothetical leaders and situations involving character
- 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 the Top Hat application.

BUSMHR 3211 – Leadership and Character
Spring 2018

Course Materials

<u>Required</u> Every Student is required to purchase this textbook	- <i>Developing Leadership Character</i> . Crossan, Mary; Seijts; and Gandz, Jeffrey. 2016. ISBN 978-1-138-82567-3
Choose <u>One</u> of These Two Books. The content is similar enough to generate class discussion.	- <i>The Student Leadership Challenge: Five Practices for Becoming an Exemplary Leader</i> , Second Edition. Kouzes, James M. and Posner, Barry Z., 2014. ISBN 978-1-118-39007-8
	- <i>The Leadership Challenge: How to Make Extraordinary Things Happen in Organizations</i> , Fifth Edition. Kouzes, James and Posner, Barry. 2012. ISBN 978-0-470-65172-8 E-Book editions are fine. Feel free to use the fifth or sixth edition of this book.
Optional Books There is absolutely <u>NO</u> expectation that you buy these books but they are good resources.	- <i>The Student Leadership Challenge: Student Workbook and Personal Leadership Journey</i> . Kouzes, James M. and Posner, Barry Z., 2013. ISBN 978-1-118-39009-2
	- <i>Emotional Intelligence 2.0</i> . Bradberry, Travis and Greaves, Jean. 2009. ISBN 978-0-9743206-2-5
Movie	Students are required to watch the Movie <i>Sully</i> (Warner Bros., 2016). Students are not required to purchase the movie and can rent or borrow the movie to view it.

Course Requirements and Grading

Course Requirements

Journal Entries =	150 Points
Group Presentation 1 (<i>Sully</i>) =	200 Points
Group Presentation 2 (Profiles) =	200 Points
Reflection Paper =	200 Points
Class Participation =	250 Points

Course Assignments

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 is different and encourages students to reflect on topics from the week, current events (related to leadership) or other leadership themes. Students are also given the opportunity to write about a topic they have on their mind.

Group Presentations – Students are assigned to groups. Each group conducts two group assignments. Each assignment is worth 200 points. More information on these assignments will be posted to Canvas.

The first assignment is to watch the movie *Sully* and present to the class where there assigned virtue is displayed or not displayed but should have been in the movie. Each team will be assigned a virtue (or virtues) from our textbook.

The second assignment is a presentation on a leadership profile. Groups will choose a leader and present a profile of the leader. They will also present a

BUSMHR 3211 – Leadership and Character
Spring 2018

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/465542>
Note: our Course Join Code is: **465542**

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 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>

BUSMHR 3211 – Leadership and Character
Spring 2018

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.

BUSMHR 3211 – Leadership and Character
Spring 2018

Course Schedule:

	Date	Topic	Reading	Notes
Monday	1/8/2018	Class Overview/Syllabus Review		
Wednesday	1/10/2018	Listening		
Friday	1/12/2018	Character Overview	Read DLC CH 1 & 2	
Monday	1/15/2018			MLK Day, No Classes
Wednesday	1/17/2018	Drive	Read DLC CH 4	
Friday	1/19/2018	Collaboration	Read DLC CH 5	
Monday	1/22/2018	Humility	Read DLC CH 7	
Wednesday	1/24/2018	Humanity	Read DLC CH 6	
Friday	1/26/2018	Integrity	Read DLC CH 8	
Monday	1/29/2018	Temperance	Read DLC CH 9	
Wednesday	1/31/2018	Justice	Read DLC CH 10	
Friday	2/2/2018	Accountability	Read DLC CH 11	
Monday	2/5/2018	Courage	Read DLC CH 12	
Wednesday	2/7/2018	Guest Speaker		Don Jakeway
Friday	2/9/2018	TBD		
Monday	2/12/2018	Transcendence	Read DLC CH 13	
Wednesday	2/14/2018	Judgement	Read DLC CH 14	
Friday	2/16/2018	Guest Speaker		Allery Webb
Monday	2/19/2018	Group Presentations 1		Sully Presentations
Wednesday	2/21/2018	Group Presentations 1		Sully Presentations
Friday	2/23/2018	Group Presentations 1		Sully Presentations
Monday	2/26/2018	When Leaders are at their Best	Read SLC - Chap 1	
Wednesday	2/28/2018	C#1 Clarify Values		
Friday	3/2/2018	TBD		
Monday	3/5/2018	C#2 Set the Example	Read TLC/SLC Chapter	
Wednesday	3/7/2018	Guest Speaker		MG John Harris
Friday	3/9/2018	TBD		
Monday	3/12/2018			Spring Break
Wednesday	3/14/2018			Spring Break
Friday	3/16/2018			Spring Break
Monday	3/19/2018	C#3 Envision the Future	Read SLC - Chap 4 and 5	
Wednesday	3/21/2018	C#4 Enlist Others		
Friday	3/23/2018	TBD		
Monday	3/26/2018	C#5 Search for Opportunities	Read SLC - Chap 6 and 7	
Wednesday	3/28/2018	C#6 Experiment and Take Risks		
Friday	3/30/2018	TBD		
Monday	4/2/2018	C#7 Foster Collaboration	Read SLC - Chap 8 and 9	
Wednesday	4/4/2018	C#8 Strengthen Others		Roy Hall
Friday	4/6/2018	TBD		
Monday	4/9/2018	C#9 Recognize Contributions	Read SLC - Chap 10 and 11	
Wednesday	4/11/2018	C#10 Celebrate the Values and the Victories		
Friday	4/13/2018	Guest Speaker		Chad Layne
Monday	4/16/2018	Group Presentations 2		Leadership Profiles
Wednesday	4/18/2018	Group Presentations 2		Leadership Profiles
Friday	4/20/2018	Group Presentations 2		Leadership Profiles
Monday	4/23/2018	Course Reflection and Closeout		Last day of class