

LDST 200: Introduction to Leadership Studies and Applications

Fall 2021 (Oct. 25-Dec. 17)

Instructor Information:

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Office Hours: [by appointment](#)

Required Materials

- Heifetz, R., Grashow, A., & Linsky, M. (2009). The practice of adaptive leadership: Tools and tactics for changing your organization and the world. Boston, MA: Harvard Business Press
- Institute for Leadership Studies. (2020). LDST 201: Introduction to Leadership Coursepack (5e) [provided on Blackboard]

Course Outcomes

Upon completion of this course, students will

1. examine and recall various theoretical approaches to leadership and leadership development;
2. recall the four core leadership competencies and integrate each competency into their personal leadership development;
3. explain and differentiate the role of ethics, diversity, and community development in leadership;
4. theorize the ethical implications and applications of Adaptive Leadership and the four core leadership competencies;
5. identify acts of Adaptive Leadership and distinguish between technical problems and adaptive challenges;
6. distinguish between a learning/experimenting paradigm versus a problem/solution paradigm, along with contrasting the strengths and limitations of both;

7. evaluate his/her own personal leadership strengths and challenges based on deliberate reflection;
8. effectively communicate knowledge about and applications of leadership to others.

How will we get from where we are to where we are hoping to go?

Each week, you will work through a module that includes video lectures and readings (both from the assigned texts and some provided by the instructor) that will help you build a base of knowledge about leadership studies generally and Adaptive Leadership specifically. Each module will also include a quiz, a journal, and other writing assignments designed to help you put your knowledge to use by testing it and applying it to relevant scenarios. Most of the assignments will be completed individually, but there will be a limited amount of collaborative work. Each week's module will open on Sunday and all of the work from that module will be due before midnight on the following Saturday.

Assessments/Assignments

Journals (7 @25 pts ea.)

In each module (except for Module 8) there will be a prompt based on the material in the module. Responses should integrate the material from that week. The assignment expectations and sample journal entries are available on pp. 16-23 of the coursepack.

Quizzes (6, 80 pts total)

In each module (except for Module 8), there is a short quiz based on the material in the module. You may take each quiz twice, but the most recent score will always be the score that is recorded. Additional information is on p. 24 of the coursepack.

Exams (2 @80 pts ea.)

There will be two multiple choice exams in the course. These exams will cover material presented in the readings, webinars, supporting documents, and videos comprising the Modules. Exams will open and close with the Modules, so each exam must be taken before the Module deadline for that week. Exam dates are listed in the course schedule. Once you login to take the exam, you must complete it within 60 minutes. You will only have one

chance to complete each exam. Study guides for each exam are available on Blackboard throughout the semester.

Reflection Paper (150 pts)

You will complete a final reflection paper that draws on the material covered throughout the course. A full description, rubric, and sample paper are in the coursepack on pp. 38-50 of the coursepack.

Application Project (3 parts @80 pts ea.)

You will work through a three-part project to do the work of Adaptive Leadership in a community to which you belong. Each phase of the project will build on the work done before, with the first phase due in Module 3.

TruTalent Assessment/Letter (10 pts for the results, 40 pts for the letter)

Each of you will complete the TruTalent assessment through the University Career Center and upload your results when they are ready. In Module 5, there is also an assignment that calls on you to reflect on your results in the form of a letter. The specific assignment will be available in that module.

Ethics Discussions (30 pts)

In Modules 4 & 5, you will respond to a prompt and then reply to your classmates' responses in an annotation assignment. Details will be available in Module 4.

Ethics Paper (75 pts)

Using the framework provided in Module 4, each of you will prepare an ethics case study on a situation of your choosing. Details are in Module 4.

Self-Care Plan (40 pts)

Each of you will also complete a self-care plan, because doing leadership is hard work, and you can't pour from an empty cup. Details for the assignment are in Module 7.

Total points available: 1000

Grade Distribution

	B+: 875-899	C+: 775-799	D+: 675-699	
A: 925-1000	B: 825-874	C: 725-774	D: 625-674	
A-: 900-924	B-: 800-824	C-: 700-724	D-: 600-624	F: 0-599

Schedule

Dates	Topics	Due
Oct. 25-30	Course Information Module; Module 1--Introduction	Pre-Course Survey; Values Worksheet; Journal
Oct. 31- Nov. 6	Module 2--History of Leadership Theories	Quiz; Journal
Nov. 7- Nov. 13	Module 3--Introduction to Adaptive Leadership	Quiz; Journal; TruTalent results; Application Phase 1
Nov. 14- Nov. 20	Module 4--Diversity and Ethics	Quiz; Journal; Ethics Paper; Ethics Annotation, Exam 1
Nov. 21- Nov. 27	Module 5--Leadership and Personality	Quiz; Journal; TruTalent Letter
Nov. 28-Dec. 4	Module 6--Manage Self and Energize Others	Quiz; Journal; Application Phase 2
Dec. 5- Dec. 11	Module 7--Diagnose the Situation and Intervene Skillfully	Quiz; Journal; Self-Care Plan
Dec. 12-Dec. 17	Module 8--Celebrations of Knowledge	Application Phase 3; Final Reflection Paper; Exam 2

Policies, Procedures, and the Like

Please see the "General Course Policies" section in the coursepack (pp. 10-14) for policies regarding Civility, Late Submission of Work, Copyright, Commercial Notetaking, and Academic Integrity.

Canvas and Email

This course will use Canvas for the dissemination of all lecture materials and reading assignments (other than the textbook), as well as the collection of all assessments. It is the student's responsibility to regularly check Canvas for updates and information. Emails sent through Canvas will go to your KU email address, so you must also check that email address regularly for information and communication. If you send an email from a non-university email address, I will reply to that address, but any emails I initiate will go to your university address.

Assignments should not be submitted via email unless explicit, case-by-case arrangements are made.

Incompletes

In accordance with [KU's policy on incompletes](#), an I should only be assigned when some portion of the work for a course has not been done, for reasons beyond a student's control. Incompletes should be rare and will be assigned only in rare circumstances. If you believe such circumstances apply to your situation, please contact me as soon as possible.

Civility

Each of us is an adult that has made the choice to be in this course. Recognizing that choice, each of us is expected to respect all points of view expressed in the classroom. Each person in this classroom should feel free to express her/his opinion and should feel an obligation to ensure that everyone else in the room feels the same freedom. Intolerance and incivility will not be tolerated, though disagreement and reasoned argument are strongly encouraged.

Title IX of the Education Amendments of 1972 prohibits sex discrimination against any participant in an educational program or activity that receives federal funds, including federal loans and grants. Title IX also prohibits student-to-student sexual harassment. If you encounter unlawful sexual harassment, gender-based discrimination, or other forms of prohibited harassment/discrimination, please talk with your professor or with the Office

of Institutional Opportunity & Access at 785-864-6414, or go to the [Institutional Opportunity & Access](#) page for more information and reporting tools.

Accessibility

If you believe you need or would benefit from the accommodation of a disability, please contact the [Student Access Center](#) to discuss accommodations. Since accommodations may require early planning and generally are not provided retroactively, please contact the Center as soon as possible.