

Syllabus for ABT 725

Leadership in Organizations

NOTE: This syllabus document contains the basic information of this course. The most current syllabus is available in the full course.

Course Description

Focuses on strategies and tools that managers use to maximize employee contribution and create organizational excellence. Basic business and leadership principles. Best practices to overcome biases that inhibit organizations from communicating effectively.

Prerequisite(s)

None

Course Outcomes

Upon completing this course, you will be able to do the following:

- Evaluate technical, human and cultural factors contributing to an organization's readiness for significant change, and for success or failure of previous or current change processes.
- Create organizational change vision, mission, and objectives by creating dialogue among stakeholders and incorporating diverse perspectives and objectives.
- Develop a change process and strategy to achieve biotechnology organizational objectives and communicate the need and vision for organizational change.
- Develop a systems perspective and identify the ways in which organizational behavior, structure, and culture contribute to successful organizational change.
- Clarify why leaders lose their way and develop the self-awareness needed to avoid derailment.
- Gain clarity about leadership principles, values, and ethical boundaries, and how they will respond under pressure when challenged.
- Implement your leadership and empower other leaders while optimizing your leadership effectiveness.
- Create a personal leadership development plan.

Course Requirements/Components

Each week, we will be following a pattern of learning in order to build our understanding of leadership and how we can apply what we have learned to our own career. There will be a link to the Program Outcomes and Competencies.

To do this, we will be reading chapters from the texts and selected journal articles. We will also be watching selected videos from known leadership experts in order to give us different perspectives on the subject. The following activities will be required:

Discussion: Each week there will be a series of discussion questions posed to the group. You will be responsible for responding to these questions and to the comments of your peers. It is worth up to 20 points each week.

Research Paper: You will be writing a paper that is designed to serve as a template for your future leadership growth and development. The content should be a reflection of both your personal assessment and a utilization of the subject matter from the course. It is worth up to 140 points. In this paper, you should describe the purpose of your leadership, and the principles and values that will guide and inform your leadership. Discuss the areas of your development as an authentic leader that you plan to focus on in the years ahead and the steps you plan to take to become a more effective and authentic leader. What would the ideal company leadership look like in the biotechnology field? Your analysis should be based on non-confidential organization information and on at least 3 diagnostic interviews with relevant leaders.

Journal: You will keep a weekly journal that contains your personal reactions to questions posed and also any other thoughts/notes you would like to make to yourself. The purpose of this journal is to provide you with a record of your own development during the course and to serve as a basis for your Personal Leadership Plan final paper. This is worth up to 10 points per week.

Case Studies: There will be two case studies. Each one will require you to assess the issue, provide credible alternative actions with potential outcome, and present a likely resolution.

Grading

The following grading scale will be used to evaluate all course requirements and to determine your final grade: (examples below)

| Grade | Percentage Range |
|-------|------------------|
| A | 93% - 100% |
| A- | 90% - 92.9% |

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|----|-------------|
| B+ | 87% - 89.9% |
| B | 83% - 86.9% |
| B- | 80% - 82.9% |
| C+ | 77%-79.9% |
| C | 73%-76.9% |
| C- | 70%-72.9% |
| F | 0 – 69.9% |

| Assignment | Points |
|-------------------------------------|------------|
| Weekly Discussions 15 @ 20 pts each | 300 |
| Journal Entries 15 @ 10 pts each | 150 |
| Case Studies 2 @ 50 pts each | 100 |
| Leadership Paper | 140 |
| Total Points | 690 |