

University of Science and Technology for China, School of Public Affairs

Course Syllabus: **Leadership Theory and Development**

Dr KC Barker: Fall 2018

Course type	Elective, for graduate students in Public Affairs
Instructor	Dr Kathryn Chang Barker
Pre-requisite	Some fluency in reading and speaking English
Class meeting time	
Contact hours	40 class hours / semester
Credit hours	2 credits

Course description:

This course provides an overview of twelve different leadership development theories and an in-depth analysis of four: situational, trait, competence and intercultural theories. Students learn frameworks for comparing and analysing the theories. They learn to distinguish between management and leadership, and to situate leadership in public affairs. Using leadership examples, students identify the key tasks of leaders. As a course project, students identify and explain their own leadership abilities, and understand the nature of leadership development. Classes take the form of direct instruction of theory and interactive sessions to apply the theory. Readings and materials will be internet-based and students must be able to access them independently. The course is delivered in English only and students are expected to be active participants in class.

Course reference / text:

Northouse, P.G. (2013) Leadership Theory and Practice. USA: Sage.

Intended learning outcomes:

Students who successfully complete this course will be able to:

1. Describe, compare and contrast at least 10 different leadership development theories
2. Situate leadership theories within 5 frameworks for analysis
3. List and explain core leadership competencies and intercultural leadership competencies
4. Compare and contrast leadership and management
5. Identify leadership trends worldwide
6. Identify their own leadership style and generate a leadership development plan

Grading scheme:

- Course project: 30%
- Midterm exam: 30%
- Final exam: 40%

Course project:

For the end of the course, students will prepare and **submit in print** a PPT project (maximum: 7 slides) that:

Prepare and submit a ppt presentation that:

1. Introduces self (situational analysis) and leadership aspirations within public affairs
2. Sets out general philosophy of leadership (with metaphor)
3. Identifies own leadership ability relative to 2 leadership theories (e.g., trait, intercultural)
4. Provides examples of relevant core competencies and evidence of key tasks
5. Concludes with a leadership development plan

Resources and course materials:

1. Materials referenced in class are on www.FuturEd.com
2. Course content <http://www.nwlink.com/~donclark/leader/leader.html>
3. Leadership materials <http://changingminds.org/disciplines/leadership/leadership.htm>
4. Leadership self-assessment inventory <http://www.nwlink.com/~donclark/leader/self.html>
5. Leadership materials and methods <http://www.nwlink.com/~donclark/index.html>
6. Expert opinion [Plato](#) and [Peter Drucker on Leadership](#)
7. [Mao Zedong remembered: China's multi-faceted deep-thinking leader](#)
8. Glossary of leadership terms <http://www.nwlink.com/~donclark/leader/leaddef.html>
9. Additional links page <http://www.nwlink.com/~donclark/leader/leadlnk.html>

Instructor information:

Dr Kathryn Chang Barker is a consulting education futurist and higher education expert from Canada. This year, 2018, is the second year Dr Barker has taught Theory-based Leadership Development at USTC. For 5 years, she participated in the CAS training program at USTC, contributing a session on “intercultural leadership skills.” Dr Barker has experienced life and work in higher education in Canada, the United Arab Emirates, Saudi Arabia, Malaysia, China, Maldives, Oman and Qatar. She works with senior leadership, using her cultural adaptability and extensive expertise in strategic and operational planning, environmental scanning and trend analysis, faculty development and teaching excellence, international education and internationalization, community engagement, lifelong learning, national standards development and accreditation, quality assurance mechanisms, ICT and learning technologies, ePortfolio implementation, operationalizing graduate attributes, leadership and innovation, and quality assurance. Dr Barker believes that leadership skills can be learned, and are, in fact, essential 21st Century Competencies. Learn more about Dr Barker at www.FuturEd.com or www.linkedin.com/in/kcbarker/.

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Anticipated Class Schedule and Course Content

Class #	Leadership Theory	Leadership Development Concepts
1.	Course overview, Trait Theory	Trait SWOT Analysis, Systems Theory
2.	Culture as the Basis and Philosophy as the Expression	Leadership Philosophy – general and personal Use of metaphor
3.	Situational Theory and Style Theory	Personal situational analysis Style analysis
4.	Great Man Theory, Transformational Theory, Confucian Theory	Awareness of leadership in China
5.	Mid-term exam	Overview of Development Tools and Strategies
6.	Competence-based Theory	Personal leadership competence analysis -
7.	Intercultural Leadership Theory	Personal intercultural leadership analysis
8.	Participatory Leadership Theories (4) International Leadership Trends and Myths	Leadership options and opportunities
9.	Review and optional class presentations	Class assignment due
10.	Final exam	