

LEADERSHIP AND PERSONAL DEVELOPMENT

6J:262 CIMBA

Instructor: Ginny Wilson Peters

Book: “True North: Discovering your Authentic Leadership” by Bill George

Advance assignment: On-line 360 Leadership Assessment

Course Description

Leadership is a choice—not a position. This course focuses on the fundamental idea that leadership can be demonstrated in all walks of life, regardless of your position.

Leadership development is self-development. What you’re embarking on is a personal development journey. Leaders who possess a high level of self-awareness and who focus on an ongoing development journey will be more effective leaders at work and will live more satisfying lives outside of work.

Despite a long history of research and disagreement over what good leadership is, recently a new paradigm focused on teaching leadership behaviors to improve effectiveness has emerged. The assumptions of this paradigm are:

- Leadership is both a science and an art. Meaning, we know a great deal through empirical research about what characteristics and behaviors make leaders effective. Yet, there is still an element of leadership that is pure art.
- Exemplary leadership behaviors can be learned, practiced, and improved.
- Learning how to be a better leader requires: a) accurate self-knowledge about one’s strengths and weaknesses, b) practice and experiential learning, and c) a willingness to change.

This course is organized and run differently than many other classes you have taken in the MBA program. There are no graded exams or quizzes in this course, but there is a great deal of writing and reflection. A fundamental premise underlying this course is that leadership requires the mastery of multiple practices and skills, and that this can only be accomplished through a better understanding of self and others. Thus there will be a heavy introspection and reflection component to the course.

As a participant in the course, you will be expected to solicit feedback from others and to discuss your strengths and weaknesses as a person and as a leader with people you know. In addition, you will be expected to participate in group discussions and class exercises designed to provide you with an opportunity to practice the leadership skills you are learning.

Course Objectives:

- To facilitate students' personal growth and development through the process of self-examination and external feedback.
- To teach the principles and practices of effective leadership by providing a fun, challenging environment.
- To understand what motivates students and to provide tools and inspiration for finding a life path that aligns with your leadership purpose.
- To stimulate students' commitment to a specific, challenging, and ongoing process of leadership and personal development.

Overview of Planned discussions—subject to change

Days 1 & 2

Introductory comments & review of syllabus

Introductions and my story

Guest Speaker

Personality Assessment

What is management vs Leadership?

Days 3 & 4

Guest speaker

Emotional Intelligence & Leadership that Gets Results

Leadership Theory

Their 360 assessments and peer discussions

Dan's theft exercise and discussion

Days 5 & 6

Guest Speaker

Responsibility

Purpose and Authentic Leadership

Personal Vision

Inspiring Shared Vision and Company Vision

Real Conversations that get results

Days 7 & 8

Balance

Challenging the Process and the role of Crucibles in Leadership Development

Building a Network of Support

Listening skills for leaders

Encouraging the Heart

Storytelling