



## CIMBA ITALY

### **Experiential Learning and Leadership**

(LEAP is a 3 credit course that includes the LIFE program)

**Prerequisite: Leadership Course or Permission of the Instructor**

### **Fall Semester 2015**

**Course Team:** Al H Ringleb, Kati Baggio, Nina Pagon, Siena Krusic, Angelo Balest

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### **I. Course Objectives and Teaching Methods**

An effective leader develops an integrated combination of knowledge (IQ), critical thinking process skills (RQ), and fundamental behavior traits and attributes (EQ). In building upon traditional leadership and leadership development courses and workshops, which focus on the knowledge component, this course focuses on the critical thinking and behavior components – the “people” components. Consistent with the self-discovery emphasis of the study abroad experience at CIMBA, past participants have referred to this course as a “personal laboratory for behavioral discovery.” The novelty of foreign travel heightens self-awareness, social awareness, and self-regulation – all important ingredients in the behavior component of effective leadership – and makes you particularly receptive to self-discovery. In assisting you in making sense of the unique personal developmental opportunities offered by study abroad, the course workshops will make use of highly-programmed experiential personal and group events in assessing your emotional and critical thinking competencies. In addition to traditional assessment instruments (NEO, MSCEIT and others, all delivered confidentially to your personal dashboard created by CIMBA), the course makes use of specially designed neuro-biofeedback technologies (a most notable recent usage was at the NFL Combine) that provide a highly sophisticated means for tracking your physiological reactions to these highly-programmed events (heart rate, heart rate variability and breathing, among others). Through several guided personal and group events you will be provided with the unique opportunity to witness yourself inside situations typical of the workplace and to explore the meaning and implications of your behavioral reactions – what do you find stressful and how does that stress affect both your ability to perform and your team? In this sense, these experiential events will show you -- **not tell you** -- how your System 1, reactive, habitual type “thinking” is impacted by biases, stereotypes, preconceived ideas, deceptive brain messages and the brain’s tendency to jump to conclusions, and how mindful self-awareness can activate more rational System 2 type thinking. The information gathered will provide you with invaluable personal feedback that will become part of your science-based **personal development action plan**. Working directly one-on-one with your **personal development coach**, you will be assisted in making sense

both of your personal and your social awareness issues in relation to understanding, developing, and leveraging them not only in the workplace but also in your family, amongst your friends, in your social groups, and in your community. Your coach will be specially trained and certified and will make use of the latest tools including specially designed Internet brain-based games and exercises. The course will actively encourage you to develop an essential *mindful awareness* of the physiology defining your behavior and performance, both in observing yourself (self-awareness) and others (social-awareness). In turn, as you push yourself to become more mindfully aware, the science will further encourage and support you in developing the self-regulatory ability to moderate unproductive, unconstructive, and unhealthy habits and resulting behaviors.

## II. Required and Recommended Materials

**Textbook:** Caproni, P.J. (2005). *Management Skills for Everyday Life: The Practical Coach* (Third Edition). Upper Saddle River, New Jersey: Pearson/Prentice Hall.

**Course Packet:** The course packet includes support materials developed by CIMBA (Brain Basics, Social Brain Theory of Leadership, System 1 vs. System 2 thinking, Self-Awareness, Social Awareness, Self-Regulation); research articles and other readings, videos, detailed descriptions of exercises and activities; explanations and directions for the use of the technologies.

**CIMBA Personal Dashboard:** Your CIMBA Dashboard can be found at the Internet site:

[Discoveringmybest.com](http://Discoveringmybest.com)

After the program orientation in the first week of the program, you will be asked to register on the website. The registration process will involve completing various questions and providing information that will allow the system to calibrate itself to you. Your privacy and confidentiality are important to us. Any and all information that would in any way identify you will be available only to you and, with your permission, your personal coach. We encourage you to visit the site before your arrival if possible and feel free to register into the program so you have time to explore before you arrive.

**Suggested Technology:** The use of a personal computer allows for a more in depth use and appreciation of the tools available on your Dashboard. There will be a limited number of Nexus 7 tablets available for student use along with Zephyr Heart Rate Monitors (damage deposit required for Zephyr sensors and Nexus 7 Tablet). We encourage you to purchase a Fitbit® (which is integrated directly into our development system and assists in measuring exercise and sleep levels). The Fitbit® can also be used after the program to continue monitoring your habits. **Please note that this technology is not available for purchase in Italy.**

## III. Class Schedule

The following Class Schedule is intended to provide an overview of the course events and activities. During the semester, the course will follow the class schedule according to the calendar provided by the program.

**Important Note:** *Some events and activities (for example, the low ropes course elements) can be physically challenging. If you have concerns due to a physical limitation or injury (past or present)*

**or any other concerns about the course, please contact the professor to discuss optional roles for your participation.**

Meeting 1	Introduction and Assessment Orientation
Meeting 2	LIFE
Meeting 3	Da Vinci Challenge
Meeting 4	KT Problem Solving and Decision Making Workshop
Meeting 5	LIFE Debrief
Meeting 6	Goal Setting- Habits and Assumptions Seminar
Meeting 7	Mindfulness and V-Codes Seminar
Meeting 8	KT for Certification
Meeting 9	KT for Certification (Take Home Exam)
Meeting 10	Davidson Dimensions Seminar / Assessment Debrief
Meeting 11	V-Code Test (Presentation)
Meeting 12	Individual Coaching Session 1
Meeting 13	Self-Awareness / SCARF Seminar
Meeting 14	Social-Awareness Seminar
Meeting 15	Group Meeting
Meeting 16	Individual Coaching Session 2
Meeting 17	Knowledge Exam
Meeting 18	System 1 and System 2 Seminar
Meeting 19	Individual Coaching Session 3
Meeting 20	Review of Neuroscience Seminar
Meeting 21	Self-Coaching
Meeting 22	Closure
Meeting 23	Final Exam (Presentation)

#### **IV. Course Grading**

This course will be graded, and you are expected to give the course the same effort and attention that you devote to any course in the program. A passing mark in the course will be determined on the basis of your performance on three (3) examinations, assignments, and course participation.

In most classes, "participation" involves some measure of your contribution to class discussions. While in this course your contributions to class discussions are certainly important due to the interactive nature of the lectures, the primary focus of this course is on the development of the "people" components of leadership. Those components would naturally include, among others, dependability, accountability, responsibility, and maturity. During this course, you are going to be asked to complete a series of assessments and personal development assignments. The timeliness of your efforts to complete the assessments is a very good indicator of your commitment to personal growth and development in this critical "people" component of leadership. Similarly, missed, postponed, or canceled one-on-one coaching meetings will also detract from the instructor's perception of your commitment and may affect your participation grade.

Please note that none of the examinations in this course will contain multiple-choice questions or other such devices used to test memorization skills. That is, the examinations will be essay in style and analysis based. None of the examinations are cumulative.

While there may be unannounced quizzes, none will count in our assessment of your performance of the class. Also, **there are no extra credit opportunities.**

<b>Assignments</b>	<b>Points</b>
Participation and Personal Growth Commitment	40
- Online Journals, explication of values, beliefs, goals	
- Psychometric and Bio-Metric Personal	
- Personal Strategy Assignment	
- Brain Based Exercises (as assigned)	
- Paul Ekman Exercises (as assigned)	
- One-on-One Coaching Courtesy	
- Mindfulness Attendance	
Lab Time (Mandatory Activities)	20
Examination I (V-CODE)	10
Examination II (KT)	10
Examination III (FINAL)	20
<b>Total Possible Points:</b>	<b>100</b>

## **V. Policies and Procedures**

**Attendance Policy:** – CIMBA: Attendance at all classes and CIMBA sanctioned activities is MANDATORY. All unexcused absences will have the following consequences:

- a. 1st absence will result in a loss of a 1/3 of a letter grade in that class
- b. 2nd (cumulative) absence will result in a loss of an entire letter grade in that class
- c. 3rd (cumulative) absence will result in a dismissal from the program

Absences due to illness require a note from the CIMBA Undergraduate Office Staff and/or the Istituto Filippin medical staff. If you are sick and cannot attend class, you must inform the CIMBA Staff immediately. Failure to do so will result in an unexcused absence with the consequences as outlined above.

**Governance.** All matters pertaining to this class, including dropping and adding after the deadline, are governed by the Tippie College of Business, University of Iowa.

**Special needs/accommodations.** A student seeking academic accommodations such as a modification of seating, testing, timing, etc. should first register with Student Disability Services, then contact Shannon Lizakowski (Shannon-lizakowski@uiowa.edu) in the CIMBA Office to make further arrangements. See <http://sds.studentlife.uiowa.edu> for more information.

**Academic Misconduct.** If we determine that any assignment was not written solely by the student whose name is on the project, the student will receive a zero (0) for the assignment and may receive an "F" for the class. All incidents of cheating will be reported to the Senior Associate Dean and the student may be placed on disciplinary probation for the remainder of his or her enrollment at the University of Iowa. Honor Code for the Tippie College of Business will determine the appropriate appeal process.

**Sexual Harassment.** Sexual harassment subverts the mission of the University and threatens the well-being of students, faculty, and staff. All members of the UI community have a responsibility to uphold this mission and to contribute to a safe environment that enhances learning. Incidents of sexual harassment should be reported immediately. If you feel that you are being or have been harassed or you are not sure what constitutes sexual harassment, we encourage you to visit the University website, [www.sexualharassment.uiowa.edu/index.php](http://www.sexualharassment.uiowa.edu/index.php), and to seek assistance from the CIMBA Director, Brandelle Unkrich, at 319-335-1041 or [brandelle-unkrich@uiowa.edu](mailto:brandelle-unkrich@uiowa.edu).

**Student Concerns:** Student concerns regarding this course should first be discussed with me, the faculty member teaching this course. If we can't resolve the complaint, you may contact the CIMBA Director, Brandelle Unkrich (319-335-1041, [brandelle-unkrich@uiowa.edu](mailto:brandelle-unkrich@uiowa.edu)). The Director will review the details of the complaint and involve the Associate Dean of the Undergraduate Programs, as needed.

## VI. Setting Appointments

We sincerely want you to feel free to contact us if you are having trouble or need more detailed instruction. If you call Deborah or Cristina at 0423-951090, an appointment will be set with you. Given that a team of professors, coaches, and facilitators teach this course, please make it clear as to the person with whom you would like to meet.