



**Leadership Styles and Theories**  
LEAD500  
Southwestern College Professional Studies

**COURSE SYLLABUS**

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**I. Course Catalog Description**

The course will cover fundamentals of leadership, definitions of leadership, and an introduction to the tools available for research in leadership. Emphasis is on the application of theoretical concepts to actual organizational settings and situations, culminating in the determination of participant's dominant leadership style and articulation of a personal leadership profile.

**II. Required and Supplementary Instructional Materials**

Pierce, J., & Newstrom, J. (2011). *Leaders and the leadership process: Readings, self-assessments, and applications* (6th ed.). New York, NY: McGraw-Hill.

**III. Learning Outcomes**

Learning outcomes describe the knowledge, skills, values, and attitudes that learners gain as the result of a particular learning experience. Southwestern College Professional Studies has learning outcomes specific to each course and each [undergraduate](#) and [graduate](#) program of study, as well as [institution-wide outcomes](#) related to the mission and vision of the college. Outcomes can help learners and instructors focus on the big picture of the learning experience and can help inform potential employers about a graduate's knowledge and skills.

Upon successfully completing this course, the learner will be able to:

- Define key leadership terms and explain the leadership process;
- Discuss leader-follower relations, including issues of fairness, trust, and ethical behavior;
  
- Explain trait theories of leadership;
- Discuss the role of sex and gender in the leadership equation;
- Describe how power, influence and motivation influences leadership styles;
- Explain situational, transformational (including pseudo-transformational), participative, and team leadership;
- Discuss potential dysfunctional aspects of leadership.

At the end of the course, learners may vary in their ability to achieve these outcomes. You are more likely to achieve these outcomes only if you attend class and/or online activities as required by the syllabus, complete the requirements for all assignments to the best of your ability, participate actively in class activities and group work as directed, and study diligently for exams.

**IV. Course Policies**

Students are expected to read and abide by the course policies located in the instructor-specific syllabus in the blackboard course.

**V. Course Requirements:**

Requirements	Number of Assignments	Points Possible	Percent of Grade
Discussions	10	300	30%
Action Assignments	3	300	30%
Final Portfolio	1	400	40%

Requirements	Number of Assignments	Points Possible	Percent of Grade
<b>Total Points</b>		<b>1000</b>	<b>100</b>

#### VI. Course at a Glance:

Unit	Reading & Preparation Activities	Graded Work Due
1	<ul style="list-style-type: none"> <li>• Read Pierce Appendix A and Chapters 1-2</li> <li>• Read Ethics, character, and authentic transformational leadership behavior. Leadership Quarterly</li> <li>• Read Leader-follower exchange quality: The role of personal and interpersonal attributes. Academy of Management Journal</li> <li>• Read Unit 1 Lecture Notes</li> </ul>	<ul style="list-style-type: none"> <li>• Unit 1 Introduction</li> <li>• Unit 1 Discussion 1</li> <li>• Unit 1 Discussion 2</li> <li>• Unit 1 Action Assignment</li> </ul>
2	<ul style="list-style-type: none"> <li>• Read Pierce Chapters 3-4</li> <li>• Read Leadership skills for a changing world: Solving complex social problems. Leadership Quarterly</li> <li>• Read the Unit 2 lecture notes</li> </ul>	<ul style="list-style-type: none"> <li>• Unit 2 Discussion</li> <li>• Unit 2 Action Assignment</li> </ul>
3	<ul style="list-style-type: none"> <li>• Read Pierce Chapters 5-7</li> <li>• Read Leadership: Lessons from the best. Training &amp; Development</li> <li>• Read the Unit 3 lecture notes</li> </ul>	<ul style="list-style-type: none"> <li>• Unit 3 Discussion 1</li> <li>• Unit 3 Discussion 2</li> </ul>
4	<ul style="list-style-type: none"> <li>• Read Pierce chapters 8-10</li> <li>• Read Changing roles: Leadership for the 21st century. Organizational Dynamics</li> <li>• Read the Unit 4 lecture notes</li> </ul>	<ul style="list-style-type: none"> <li>• Unit 4 Discussion 1</li> <li>• Unit 4 Discussion 2</li> <li>• Unit 4 Action Assignment</li> </ul>
5	<ul style="list-style-type: none"> <li>• Read Pierce Chapter 11-13</li> <li>• Read New models of leadership. Executive Excellence</li> <li>• Read Of teams and team building. Team Management: An International Journal</li> <li>• Read the Unit 5 lecture notes</li> </ul>	<ul style="list-style-type: none"> <li>• Unit 5 Discussion 1</li> <li>• Unit 5 Discussion 2</li> </ul>
6	<ul style="list-style-type: none"> <li>• Read Chapters 14-15 and Epilogue</li> <li>• Read Impact of transformational leadership on follower development and performance: A field experiment. Academy of Management Journal</li> <li>• Read the Unit 6 lecture notes</li> </ul>	<ul style="list-style-type: none"> <li>• Unit 6 Final Portfolio</li> </ul>

#### VII. Other Policies and Requirements

Follow this link to the Southwestern College Professional Studies [Standard Syllabus](#) in Blackboard. You may be required to log in.