**Course Syllabus**

**Personal Leadership and Team Effectiveness**

**BUS-MHR 6XX**

**Fisher College of Business**

**Ohio State University**

**Instructor:**  Dr. Tony Rucci

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**Course Description**

This course will have a ‘practical applications’ bias. While technical and professional knowledge and skills are a necessary foundation for success in one’s chosen *occupation*, it is increasingly apparent that understanding the behavior of people in organizations, as well as one’s own leadership effectiveness, are the pivotal factors to success over one’s *career* lifetime.

Throughout your career, in any type of organization (business or otherwise), you will continuously be asked to perform and achieve results along with and through other people – either as a colleague and team member, or as a team or organizational leader.

This course will examine what we know about effective organizational behavior and management practices, as well as what leadership practices lead to effective team and organizational performance.

**Course Objectives**

The objectives of this course are to create a class room experience and provide readings and assignments that allow each student:

1. To understand and appreciate both the academic literature as well as the practical application of good organizational management and leadership practices.

2. To critically evaluate the unique nature of effective leaders, and identify key similarities/differences among proven leaders and guest speakers.

1. To participate in a team-based project assignment over the course of the class, and receive constructive feedback on your team and leadership skills through a 360 survey peer feedback process.
2. To develop a personal leadership legacy statement designed to help guide and achieve their career goals.

**Possible Required Books and Readings:**

A.H.Bell & D. M. Smyth, *Developing Leadership Abilities*. 2nd Edition. Pearson, 2010.

P.G. Northouse, *Introduction to Leadership*. Sage Publications, 2009.

Larson, C. and F. LaFasto, *Teamwork: What Must Go Right, what can go wrong.* (Newbury Park, CA: Sage Publications, 1989).

**Course Packet:** Contains all additional articles and cases listed in the course syllabus reading list above, except those which will be handed out in class.

**Topics:**

Understanding approaches to leadership

Building Self-Awareness as a Leader

Leadership Effectiveness: Vision and Purpose

The Critical Role of Vision in Leadership

Leadership Effectiveness: Building and Managing a Team

Leadership Effectiveness: Emotional Intelligence

Leadership Effectiveness: Motivating and Coaching Others

Effective Leadership: Communicating well with others

Effective Leadership: Making Effective Decisions

Effective Leadership: Understanding How Our Leadership is Viewed by Others

Leadership Effectiveness: Developing Character and Integrity

Leadership Effectiveness: Understanding a Leadership Legacy

**Course Requirements and Grading**

The course will include a mix of class discussions, textbooks, articles, cases, videos, class presentation assignments, a midterm exam and a final written assignment.

Grades will be based on the following criteria:

Participation and Reflection on Self-Assessment Exercises

Exam on Leadership Concepts/Readings

Group (team) project on an effective leader

Personal Development Paper