



Centre for Leadership and Community Learning COURSE OUTLINE

Division: Centre for Leadership and Community Learning
Program: Management Development for Community Settings
Course Code: **MDCS110**
Course Title: **THE LEADERSHIP CHALLENGE AND YOU**
Course Effective Date:

Previous course code & title:

Required

Elective

Credits: 1.0

Total Course Hours (face-to-face): 14

Lab Hours (if any): NA

Practicum Hours (if any): NA

Delivery Method:

Face-to-face

Distance

Online

Prerequisites:

Equivalent Course(s) within the JI:

Brief Description:

Building on a belief that true leadership emerges from a clearer understanding of self in relation to others, participants will have several opportunities to examine their own personal styles and leadership attributes. This course is a foundation for the others in the Management Development for Community Settings Certificate. Participants will learn two leadership models and practice their application to improve their effectiveness in their workplace. They will engage in a mind-mapping process to identify their key roles and responsibilities in their unique community setting. Several assessment tools will be used to help participants determine how best to enhance their leadership capacity.

Evaluation Profile:

Attendance only

Credit / No Credit

Complete/Incomplete

Pass/Fail

Letter Grade

% Grade

Passing Grade (if applicable): Credit granted

Evaluation Methods and Percentage of Total Grade:

100% attendance in all classes;

Active contribution in large and small group discussions and activities.

Self evaluation



Skills practice role plays

Completion of written project assignments for MDCS 245, MDCS 285, required for MDCS certificate. Each assignment will be graded on:

- Demonstrated understanding of the content and theory
- Compliance with the assignment requirements
- Provision of sufficient evidence and detail to support your opinions
- Originality, creativity and apparent personal effort
- The practicality of your recommendations
- Clarity of thought, communication and writing skills

Comments will be given on each assignment. However, there will not be a percentage mark assigned. If the assignment fails to meet the established criteria, you will be granted one opportunity to resubmit so that you can earn your certificate.

Learning Outcomes / Goals:

At the end of this 2 day, 14 hour course, the learner will leave this course with an overview of current research and knowledge on: supervision and leadership; the nature of the supervision role; tools for self-assessment of leadership styles; and the development of a Personal Learning Plan

Learning Objectives:

Upon successful completion of this course, the participant will be able to:

Describe one's own personal style using the MBTI type descriptions;

Estimate the personal styles of colleagues;

Address supervisory issues more effectively using knowledge of personal management style.

Describe the nature of the supervisory role;

Assess one's own strengths as a supervisor and determine areas for improvement;

Determine appropriate supervisory approaches using situational leadership styles

Assess one's own leadership style and obtain the opinions of others about one's leadership style using the leadership practices inventory.

Explain the differences between leadership and management;

Develop a personal learning plan (based on the content of the module) to help guide further learning and growth.

Course Topics/Content:



The Myers-Briggs Type Inventory: a tool for understanding yourself and others

Activities and cases to encourage self-knowledge

The nature of the supervisory role

Competencies required for the supervisory role

Supervision in human service organizations

One's own strengths and weaknesses in the supervisory role

Management and leadership styles

Situational leadership

Leadership practices inventory

Leadership versus management

Personal learning plan development.

Text and Resource Materials:

Required:

Recommended:

Miscellaneous handouts and articles

Comments and Course Policies:

Evaluations: Students who receive an incomplete mark for required assignment submissions will have one opportunity to resubmit. The resubmitted assignment must successfully address any concerns outlined in the feedback provided on the original submission.

Course outline changes: All changes to course outlines communicated to learners in class.

JI Policies refer to website:

www.jibc.bc.ca/studentsservices/main/academicsservices/policies.htm