

BES370-3
Team Leadership and Development

1 Credit

Instructor: TBA

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BES370-3 Version: 7



Team Leadership and Development

Calendar Description

This module examines the common traits and styles of leadership, the application of competencies for effective leadership change and how to lead effective teams and organizations. Additional topics include an examination of teams, groups, and communities of practice, and current trends in team development issues.

Rationale

This is a required module for the Bachelor of Applied Business: Emergency Services program. The ability to work well with individuals and in teams is an important factor that predicts personal success in organizations. In studying the current body of knowledge regarding teams and leadership, the competencies for effective leadership, leadership styles, the differences between management and leadership, and the requirements needed to effectively develop and lead teams, students will develop their personal leadership skills, as well as gain some of the necessary knowledge and practical approaches for leading successfully.

Prerequisites

None

Co-Requisites

None

Module Learning Outcomes

Upon successful completion of this course, students will be able to

1. acquire and implement leadership competencies.
2. apply appropriate leadership styles.
3. define and apply team development skills.
4. construct and lead high performance teams.

Resource Materials

Required e-texts:

Langton, N. & Robbins S.P. (2015). *Organizational Behaviour: Concepts, Controversies, Applications* (7th ed.) Pearson.

Robbins, S. P., Coulter, M. Leach, E. & Kilfoil, M. (2015). *Management* (11th ed.). Toronto: Prentice Hall.

Conduct of Module

This module is approximately 15 hours in length. It is delivered on-line and may involve individual, pair, and group work. Students are required to submit assignments, take part in asynchronous discussions, and undertake exercises in the workplace that call for reflective thinking. Participation in this module is paced and mandatory, and students are expected to practice time management skills accordingly. It is critical that each student read the assigned material and keep up to date with all objective tasks and assignments.

Student counseling: Students who are experiencing difficulty with the module should immediately consult the instructor by email.

Module withdrawal: Students should familiarize themselves with the school's module withdrawal policy and procedures, which are explained in the student handbook/calendar.

Students should budget approximately one to two hours of time in preparation for each one hour of the estimated 15 hours of class time.

All goals and evaluations of student application and demonstration of their knowledge and skills are determined as per the Online Discussion Grading Rubric and the Paper Grading Rubric linked within the module.

Evaluation Procedures

This module uses a variety of assessment tools to evaluate student performance. The final grade is an aggregate of the following components:

Paper assignment	(1)	30%
Threaded discussions	(3)	<u>70%</u>
Total	(4)	100%

All marks are recorded as percentages and then converted to a final letter grade according to the criteria shown below.

Grade Equivalents and Course Pass Requirements

A minimum grade of D (50%) (1.00) is required to pass this course.

Letter	F	D	D+	C-	C	C+	B-	B	B+	A-	A	A+
Percent Range	0-49	50-52	53-56	57-59	60-64	65-69	70-74	75-79	80-84	85-89	90-94	95-100
Points	0.00	1.00	1.30	1.70	2.00	2.30	2.70	3.00	3.30	3.70	4.00	4.00

Students must maintain a cumulative grade of C (GPA - Grade Point Average of 2.00) in order to qualify to graduate.

Participation

Regular participation in threaded discussions is essential for success in the program. Absence for any reason does not relieve a student of the responsibility of completing course work and assignments to the satisfaction of the instructor. Poor participation may result in the termination of a student from a course(s).

If you do not meet the established participation requirements, your instructor will recommend that the Registrar withdraw you from the course. A failing grade of RW (Required to Withdraw) will appear on your transcript. No credit is earned. Calculated as a failing grade in GPA.

In cases of repeated absences due to illness, the student may be requested to submit a medical certificate.

Module Units/Topics

This module consists of four units.

- Leadership and competencies, habits and traits
An analysis of leadership, and the competencies and traits of an effective leader.
- Leadership styles
A study of different leadership styles.
- Management and Leadership
An analysis of management vs. leadership
- Team leadership
A study of effective team leadership skills.



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