

Leadership Development Abbreviated Course Syllabus

<u>Course Number:</u>	BX720A
<u>Course Name:</u>	Leadership Development: Theory and Practice
<u>Instructors:</u>	Wang Lingling
<u>Students:</u>	Business Administration 2020
<u>Required Text:</u>	<ol style="list-style-type: none"> 1. PRINCIPLES OF LEADERSHIP, Andrew J. Dubrin, China Radio, Film and Television Press, 2017 2. LEAD TOGETHER, Brent Lowe, Susan Basterfield, China Radio, Film and Television Press, 2023 3. THE LEADERSHIP CHALLENGE, Kouzes, Posner, Electronic Industry Press, 2018
<u>Course Description:</u>	Leadership Development: Theory and Practice is a specialized optional course for the undergraduate business administration. It is a course with a strong comprehensive nature and practical characteristic. Through the study of this course, students can understand the basic theory of leadership, master the basic knowledge and skills of leadership, and lay a good foundation for the follow-up core courses and future career.

Topic Outline:	Hours/Minutes
I. Introduction	4
A. The emergence and development of leadership: <ol style="list-style-type: none"> ① Generation of leadership ② Development of leadership 	
B. The meaning of leadership: <ol style="list-style-type: none"> ① What is the leadership ② What is not the leadership ③ The essence of leadership 	
C. Leadership Course Overview: <ol style="list-style-type: none"> ① Basic characteristics of leadership courses ② Research object of the leadership course ③ Learning objectives and requirements of leadership courses 	
II. Classical interpretation: An overview of Western leadership theory	6
A. Review of traditional classical leadership theory: <ol style="list-style-type: none"> ① Leadership trait theory ② Leadership behavior theory ③ Contingency theory of leadership 	
B. New development of western leadership theory: <ol style="list-style-type: none"> ① Charismatic leadership and transformational leadership ② Visionary leadership and spiritual leadership 	

	③ Service leadership and abusive leadership	
C.	Important theoretical models of leadership:	
	① Warren Bennis's model of leadership	
	② Jim Collins' Level 5 leadership model	
	③ John Maxwell's five-level model of leadership	
III.	Cultural pearling: An Eastern interpretation of leadership	10
A.	The Book of Changes leadership development:	
	① The Qiangua and leadership wisdom	
	② The Kungua and leadership wisdom	
B.	Confucian leadership wisdom:	
	① The value orientation of virtue first	
	② The leadership style of self-discipline and stabilizing others	
	③ The rigid and soft control means	
C.	Taoist leadership wisdom:	
	① Govern by non-interference	
	② Doing without contention	
	③ As good as water	
IV.	Focus on: The basic path of leadership shaping	4
A.	Charisma	
B.	Ability of decision	
C.	Organizing capacity	
D.	Communication capacity	
E.	Ability of execution	
F.	Ability of learning	
G.	Ability of innovation	
V.	The cultivation of cross-cultural leadership	4
A.	Overview of culture:	
	① Cultural connotation	
	② Cultural characteristics	
	③ Cultural dimensions	
B.	Comparison of cultural characteristics between East and West:	
C.	Interpreting cross-cultural leadership:	
	① The connotation of cross-cultural leadership	
	② Barriers to cross-cultural communication	
	③ Cross-cultural communication skills	
	④ The cultivation of cross-cultural leadership	
VI.	United as One: the development of team leadership	2
A.	Overview of team:	
	① The concept of team	
	② The role of team	
	③ Types of team	
B.	The shaping path of team leadership	
	① Basic contents of team leadership	
	② Characteristics of high performing teams	

③ How to shape team leadership	
VII. The inheritance of leadership	2
A. The historical reference of leadership inheritance	
B. Nesting: Attracting and retaining the most talented people	
C. Plan Ahead: Succession planning	
D. Final test: Pass the baton and let go	
Total Sessions (Coverage Hours)	32

Summary of UG CPC Topics Covered in this Course:	Hours/Minutes
a. Marketing	0
b. Finance	0
c. Accounting	0
d. Management	22
e. Legal environment of Business	2
f. Economics	0
g. Business Ethics	4
h. Global Dimensions of Business	0
i. Business Communications	4
j. Information System	0
k. Quantitative Techniques and Statistics	0
l. Business Policies	0
m. Comprehensive or Integrating Experience	0
Total Estimated CPC Coverage Hours	32