BUS-Z494 (14192) Wells Honor Seminar in Leadership
Timothy Baldwin
TuTh 2:30pm-3:45pm
HH 202

P: BUS-Z 302 or BUS-Z 304 OR BUS-Z 370, and must be a Business Honors Program student

A wealth of evidence has shown that effective leadership is hugely consequential to the success of organizations and the well-being of employees and citizens. In organizational contexts, leadership has been linked directly to satisfaction, commitment, teamwork and financial performance. Indeed, increasing evidence suggests that effective leadership is one of the best sources of sustainable competitive advantage for organizations today. On the other hand, a lack of competent leadership has probably been responsible for more organizational failures and dissatisfied people than any other cause.

In this class, we will take the perspective that leadership is not some mysterious gift bestowed on just a few. It is not just one competence, nor is it important just for those at the top of organizations. Rather, leadership is a comprehensive set of personal characteristics, skills, and behaviors and it is important for people at all levels. While some aspects of leadership are far more amenable to learning and change than others, growth in leadership competence is possible for anyone with a sincere desire for such growth.

With that in mind, the focus of this course is on the full range (personal, interpersonal and organizational) of competencies that are related to leadership effectiveness – with a particular emphasis on the leadership of teams. Recognizing that leadership effectiveness is best enhanced via modeling and active practice, the goal of the course is to expose students to exemplary leaders as well as provide opportunities to practice and refine leadership competencies in real contexts.