

The University of Texas at El Paso
Department of Communication

**COMM 3323: Communication and Organizational Leadership
Fall 2014**

Instructor: MBA/MA Eli Garcia
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Office hours: MW 11:00 AM-1:00 PM
T 3:30-5:00 PM

Class meeting times:
TR 10:30-11:50 AM
Location: LART 122

Course Description:

The focus of this course is the exploration of diverse leadership theoretical concepts and the analysis of their application in diverse organizational settings. It is expected that through the active engagement in course readings, lectures and activities, students will develop a better understanding of the discipline, as well as identify their own personal leadership styles, strengths and areas of opportunity.

Course Learning Objectives:

- Understand diverse leadership theories/models
- Analyze the application of leadership theory in a wide range of organizational situations
- Become self-aware of personal leadership style
- Advance strategic thinking and problem solving skills
- Develop counseling, time-management, teamwork and strategic planning skills, as these are an integral part of the Organizational and Corporate Communication field
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Course Methodology:

- There will be a mix of lectures, student group assignments and presentations.

Learning Outcome:

- Competence in applying leadership theory concepts to different organizational situations

Outcome Assessment/Grading:

- Students will demonstrate their skills and knowledge by successfully fulfilling the assignments required to pass this course.

Materials and bibliography:

Required textbook:
Leadership, Theory and Practice
Sixth Edition
Author: Peter G. Notrthouse
Sage Publications
ISBN-10: 1452203407

Grading:

Your active participation is required to successfully meet the assignment requirements. You will be working in teams. However you will be graded individually based on the quality of the work you submit and your contribution to the overall group assignment

First Exam.....200 Points

Leadership Profile

(Written Assignment).....200 Points

(Presentation).....100 Points

Organizational Change Leadership Program Final Project

(Written Assignment)200 Points

(Presentation).....200 Points

Class Attendance & Participation100 Points

1000 Points

Your responsibilities:

- **Class Attendance & Participation:** Students are expected to attend each and every class and to be punctual. This is a discussion driven course, your active participation is extremely important. Please read assigned material prior to class. **I will deduct 10 points** from your class participation score for each **unexcused absence** or each time you are asked to participate **in class discussions and you are not prepared to do so.**
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- All written assignments must be **hard copy** (no e-mails accepted) and handed **on time**, double-spaced and have adequate margins for reviewer comments (about an inch). Use 12-point type, Times New Roman or Courier font.
- Deadlines for all written assignments will be strictly enforced. I won't accept assignments after deadline. Missing a deadline is equivalent of not doing the assignment.
- Show respect. The use of cell phones and text messages won't be allowed during class time. Please turn cell phones off before entering the classroom. Be courteous to classmates by paying attention to discussions and presentations and by being open-minded in regard to the opinions and ideas of others

Academic Dishonesty:

Plagiarism, cheating or collusion is a violation of the norms and ethics of the academic community. Anyone suspected of academic dishonesty will immediately be reported to the Chair of the Department of Communication and to the Dean of Student Affairs. Academic Dishonesty will not be tolerated.

Disability Policy:

If you have been identified as having disability, please see the instructor to make proper arrangements.

Tentative class schedule

Week	Topic	Reading
Aug 26	Introduction to the Course	
Aug 28	Trait Approach	Ch 1/Ch 2
Sep 2/4	Skills Approach	Ch 3
Sep 9/11	Style Approach	Ch 4
Sep 16/18	Situational Approach	Ch 5
Sep 23	Leadership Profile Workshop	
Sep 25	Exam 1(Chapter 1-5)	
Sep 30-Oct/2	Team Leadership	Ch 11
Oct 7/9	Path-Goal Theory	Ch 7
Oct 14/16	Leader –Member Exchange Theory	Ch 8
Oct 21/23	Transformational Leadership	Ch9
Oct 28/ 30	Leadership Profile Written Assignment Due & Presentations	
Nov 4/6	Authentic Leadership	Ch 10
Nov 11/13	Psychodynamic Approach	Ch 12
Nov 18/20	Women in Leadership	Ch 13
Nov 25/Dec 2	Culture and Leadership	Ch 14
Dec 4	Ethics	Ch 15
Dec 11th	Organizational Change Leadership Final Project, Written Assignment due & Presentations 10:00 AM- 12:45 PM	

Have a great learning experience!