Leadership IP: Self-Awareness
Fordham University Gabelli School of Business

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Course Overview and Objectives
The goal of this course is to help you continue to develop your leadership and career potential. Being an effective leader in any organization will require individuals to be self-aware, as well as to understand how they impact the world around them. Mounting evidence suggests that a significant determinant of leadership effectiveness is having an accurate perception of one’s own behavior (e.g., decision-making tendencies, approaches to resolving conflict, motivational effectiveness, etc.). One major objective for the course, then, is to help you reflect more about your own leadership behaviors and then apply this knowledge to your future goals.

Course Learning Outcomes
1. Compare leadership theories and identify how to apply these theories in academic and professional settings.
2. Explore individual leadership styles and develop an understanding of how to build successful relationships based upon those leadership styles.
3. Develop greater self-awareness and an initial action plan for how to further to set yourself up for greater success in your career.

Required Readings to Purchase

*You will also be required to participate in an online StrengthsFinder Assessment and Motivators Assessment. Access to these assessments should come with the purchase of the required books as long as you have not purchased used books. Please purchase new copies of these books to ensure you get access to the assessments. You may purchase a used copy of Heroic Leadership.

Required Reading Available Online

Required Video
1. Video: Science of Inclusion (10 min):
Available at: https://www.youtube.com/watch?v=SS7ID8VClko
Required Readings Provided by Instructor

Assignments
- Weekly Reflections: Submit a weekly reflection during weeks 1-4 based upon the suggested reflection questions. Reflections should be: 2 pages double spaced, Times New Roman 12pt. font, 1 inch margins.
- Leadership Profile Project: Pick someone you consider to be a leader in business. Profile this person; apply what you have learned about leadership theory and decision making (references should be made to the leadership articles read in week one). Profile should be: 2 pages double spaced, Times New Roman 12pt. font, 1 inch margins.
- Assessment Worksheets: Complete a worksheet for each of the two assessments. See details below under “Week 4 - Understanding Your Leadership Style & Motivators.”
- Paper: Submit a paper applying what was learned about leadership in the readings during weeks 1-3 to what you learned about yourself in week 4. What type of leader do you want to be? What leadership theories speak to your style of leadership (references should be made to the leadership articles read in week one)? What strengths and motivators reflect this leadership approach? How does what you learned specifically apply to your career aspirations, both in terms of the work you want to do and the types of firms where you aspire to work. Paper should be: 4 pages double spaced, Times New Roman 12pt. font, 1 inch margins.

Course Grading
- Weekly Reflection submissions (Weeks 1-4): 40% (10% each)
- Leader Profile Project: 10%
- Assessment Worksheets: 20% (10% each)
- Paper: 30%

Assignment Due Dates
Weekly Reflection 1: Wednesday, May 30, 3:00pm EST
Weekly Reflection 2: Wednesday, June 6, 3:00pm EST
Weekly Reflection 3: Wednesday, June 13, 3:00pm EST
Leadership Profile Project: Wednesday, June 13, 3:00pm EST
Weekly Reflection 4: Wednesday, June 20, 3:00pm EST
Assessment Worksheets: Wednesday, June 20, 3:00pm EST
Paper: Wednesday, June 27, 3:00pm EST
Assignment Submission Guidelines

- All assignments to be emailed to jason@fordham.edu.
- As this course has no in-person meetings, assignment submissions will be a reflection of student commitment and participation. Therefore, assignments submitted late will receive reduced credit as follows: 10% deduction per 24 hours late, including weekends. Assignments submitted after 7 days (168 hours) will receive zero credit (full or partial).
- No extra credit will be offered.

Additional Notes:

Academic Integrity
I believe in the integrity of your character. I do not expect students to have issues in the areas of plagiarism, cheating, falsification, unapproved collaboration, etc. In the event that you prove my expectations wrong, I will proceed with sanctions per the Fordham University policy on academic integrity. If you violate the policy, the minimum consequence will F on the assignment, potentially an F in the course. Please do not prove me wrong about your integrity!

Academic Accommodations
Under the Americans with Disabilities Act and Section 504 of the Vocational Rehabilitation Act of 1973, all students, with or without disabilities, are entitled to equal access to the programs and activities of Fordham University. If you believe that you have a disabling condition that may interfere with your ability to participate in the activities, coursework, or assessment of the object of this course, you may be entitled to accommodations. Please schedule an appointment to speak with someone at the Office of Disability Services (RH -OH Hall, Lower Level, x0655).

Week by Week Schedule

Week 1 – Introduction to Leadership

Outcome: Comprehensive review of leadership theory.

Reading(s):

Suggested journal reflection questions:
- Have you studied leadership before? What do you think you will learn from this class that you have not in the past?
- How can understanding leadership and having a greater sense of self positively contribute to your business education?
- How do you think current leadership theories differ from past theories?
- What leadership theories most resonated with you?

Due this week:
Weekly Reflection 1
Week 2 – Leadership Theories and Jesuit Values

**Outcome:** Learn about leadership grounded in Jesuit values to gain integrated perspectives on decision-making, problem solving, and team building.

**Reading(s):**

**Suggested journal reflection questions:**
- What in this book resonates with you? Why?
- How can you expand your leadership skills to be more adaptable in real-world situations? How will your leadership style contribute to your career success?
- Among leaders that you find inspirational, is there a common leadership style that you can identify?
- Consider how each of the four characteristics written about by Lowney (self-awareness, ingenuity, love, and heroism) play a part in your current leadership style. How are they apparent? Do any need to be strengthened? If so, how?

**Due this week:**
Weekly Reflection 2

Week 3 – Leadership Biases and Decision-Making

**Outcome:** Assess leadership biases that occur in decision-making processes and understand how these biases impact a team or organization.

**Reading(s)/Video:**
3. WATCH ENTIRE VIDEO: Science of Inclusion:
   Available at: https://www.youtube.com/watch?v=SS7ID8VClko

**Suggested journal reflection questions:**
- Reflect on a time when your leadership or decision-making was clouded by biases? What were they and what did you learn from the experience?
- What are some ways that you can adapt your biases to take a more objective approach to leadership and decision-making?
- How can leadership and decision-making biases negatively impact the classroom and work environment? How can you address these biases when they are apparent to you?

**Due this week:**
Weekly Reflection 3
Leadership Profile Project
Week 4 – Understanding Your Leadership Style & Motivators

**Outcome:** Develop a better understanding of your personal leadership style and how to foster leadership growth on a regular basis.

**Reading(s):**
   - Read Chapters 1-2. Take the assessment. Read Chapters 3-7, the Book Summary, and the Toolkit (in Toolkit, read only the three identity guides for your top three identities, which you will learn after taking the assessment).
   - Read Part I. Take the assessment. In Part II, read only the five sections related to your top five strengths.

**Assessments:**
1. **StrengthsFinder** Begin Reading *StrengthsFinder 2.0.* After reading Part I, complete your own personal strengths assessment (access the assessment using the code available in the book) and email results to jason@fordham.edu. Instructions will be provided in the book. After completing the assessment, finish reading *StrengthsFinder 2.0.* See more detailed reading instructions above.
2. **Motivator Assessment** Begin reading *What Motivates Me.* After reading Chapters 1 and 2, complete your own personal motivators assessment (access the assessment using the code available in the book) and email the results to jason@fordham.edu. Instructions will be provided in the book. After completing the assessment, finish reading *What Motivates Me.* See more detailed reading instructions above.

**Suggested journal reflection questions:**
- What are your thoughts about the outcomes, specifically and in general?
- What outcomes of your leadership and motivators assessment surprised you the most? What strengths did you expect to have that were not listed? What motivators did you expect to have that were not listed? What strengths did you not expect that appeared? What motivators did you not expect that appeared?
- How have you worked to develop your strengths while in college?
- How do your strengths and motivators relate to your post-college career plans?

**Assessment Worksheets:**
- *StrengthsFinder:* Complete the following: Review the Strength-Based Action Plan provided after you complete the assessment. Apply this Action Plan to yourself in 2 pages double spaced, Times New Roman 12pt. font, 1 inch margins.
- *What Motivates Me:* Complete the following: Chapter 4: Exercises 1-4 (all parts). Complete all exercises in a word document taking as much space as you need.

**Due this week:**
- Weekly Reflection 4
- StrengthsFinder Assessment
- What Motivates Me Assessment
- StrengthsFinder Assessment Worksheet
- What Motivates Me Assessment Worksheet
Week 5 – Bringing it all together

**Outcome:** Connect all you have learned about leadership theories, Jesuit values, and yourself.

**Reading(s):**
1. None

**Due this week:**
Paper