



Kuwait University
College of Business Administration
Management and Marketing Department
Leadership and Group dynamics
MKT 414; Spring 2021/2022

Syllabus

Instructor:	Dr. Abrar Abul (Ebel)
Contact	Email: abrar.ebel@ku.edu.kw
Office hours	Sunday, Tuesday, Thursday: 1:00pm or by appointment
Class Times:	Sunday, Tuesday, Thursday 3:00 pm
Course Material Required:	Peter Northouse, Leadership: Theory & Practice, 6 th , Sage, 2013. Or 7 th edition. https://www.amazon.com/Leadership-Practice-Peter-G-Northouse-ebook-dp-B08VN5LN43/dp/B08VN5LN43/ref=mt_other?encoding=UTF8&me=&qid=1646045657

Harvard Business School
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“No Matter what people tell you, words and ideas can change the world.”
Robin Williams

Course Description

This course provides an introduction to leadership in organizations. A historical review of leadership theory and research will be accompanied by current developments in understanding leadership. The course explores various models of leadership that have been developed from both a theoretical and practical perspective. Students will gain an understanding of the major leadership theories. For each model studied, students are expected to understand the theoretical basis of the model, the strengths and weaknesses of said model, and how to apply the model to practical situations in business and other settings. An assessment of the students' own leadership provides the framework for self-awareness and potential perspective transformation, using various questionnaires, structured feedback, and self-analysis assignments. The course develops leadership skills and planning for each student's on-going development as a leader and researcher of leadership. The primary method of instruction is dialogue, supplemented by readings, lectures and simulation exercises. By the end of this course, students will have developed a well-rounded understanding of leadership concepts for use in their own leadership situations.

Course Objective

- Understand the development of leadership theory and research;
- Identify the most influential theories of leadership and their conceptual underpinnings;
- Identify contemporary issues related to leadership as well as emerging leadership theories;
- Use his/her own experience of leadership and emerging self-awareness as a basis for perspective transformation and developmental learning

“It always seems impossible until it’s done.”- Nelson Mandela

My intention for MKT 414: Leadership and group dynamics course, Spring 2022 is to get the grade _____.

My intention For my Spring 2021/2022 classes is as follows:

SUCCESS IN THIS COURSE IS YOUR DUTY, RESPONSIBILITY, AND OBLIGATION!

النجاح في هذا المقرر هو واجبك ومسئوليتك و يعتمد على التزامك!



Assessment:

Class participation and Collective Learning

My expectation of you to be **engaged during class**. I expect you to ask questions and answer questions. I expect you to be prepared for each chapter and case study. Class participation and Collective learning will be determined based on roll calls conducted in class. In case method pedagogy, class attendance is critical to individual and collective learning. My expectation is that every student arrives on time and attends every class. Absenteeism and lateness to class count heavily against the participation grade since it adversely impacts the learning experience of the section as a whole. Part of your Collective Learning is **attending special lectures attended by guest speakers**.

Mid-term Exam /Final Exam:

In the second half of the semester there will be a midterm exam. At the end of the course there will be a final exam. More information will be provided later on in the semester.

Discussion Leader/ presentations and quizzes:

During the course each student will have the responsibility to read a chapter and a case study ahead of time and prepare a presentation for the class. That is, each student will have to lead the discussion in class in regards to their assigned chapters and/or readings. In addition, students are encouraged to research material from other sources about the topic; note it is important to cite (reference) your sources. All students will have to present/lead the discussion at least once during the course. The details will be discussed later in class.

- There will be an MCQ quiz on the case for all students on the day of the case.

Project: Presentation

By the end of the semester students in teams of 1 to 2 (no more than 2) should present about a well-known leader of their choice. The final presentation is worth 20% of the final grade. It will be a position presentation on a famous, well-known leader of your choice.

The individual selected must be well-known to the general public. The focus of the final presentation is to examine the selected leader's leadership style and record of accomplishments using the following outline:

1. Briefly describe the leader's background and major accomplishments (no

- more than one slide).
2. Describe the characteristics of leadership, using the models studied in the course, that are/were evident in the individual.
 3. Analyze the strengths and weaknesses of the individual's key leadership characteristics. Why has he/she been successful? What could have made him/her even more effective as a leader?
 4. What is your overall impression of this leader?
 5. Provide a brief summary of your assessment.

Cite at least three reference sources other than course materials. Submit the name of the leader who is the topic of your presentation no later than the Forth week of class (by 6/4/2022)

Grade Distribution

Collective Learning and participation	5%
Leading a Class topic and assignments	10%
Leading case debate discussion	10%
Case Discussion quiz	5%
Midterm	20%
Final	30%
Final Project	20%

Important: Issues with class performance should be addressed to me from the beginning of the semester, not the last day after the exams. Extra credit presentations may be provided.

Grade	Scale
A	95.00 - 100.00
A-	90.00 - 94.00
B+	86.00 - 89.99
B	82.00 - 85.99



B-	80.00 - 81.99
C+	76.00 - 79.99
C	72.00 - 75.99
C-	70.00 - 71.99
D+	66.00 - 69.99
D	62.00 - 65.99
D-	60.00 - 61.99
F	0.00 - 59.99

Details on Class Requirements:

University Policy allows students attending:

- o Monday, Wednesday Classes [2|4]. You will receive First Warning after 2 absences; Second and Final Warning after another 2 which brings your total to 4;
- o Sunday, Tuesday, Thursday Classes [1|3|5]. You will receive First Warning after 3 absences; Second and Final Warning after another 3 which brings your total to 6.

STUDENTS ARE EXPECTED TO ARRIVE TO CLASS ON TIME. those that arrive 10 minutes late or more will get one chance only, after that they are not to enter.

Students are expected to behave in a courteous manner at all times. Those of you who chose to engage in side discussions will be requested to leave the room. Those of you who leave the class without permission will be considered absent. Students are encouraged to ask meaningful questions at all times.

THE USE OF CELL PHONES AND OTHER ELECTRONIC DEVICES IS PROHIBITED IN THE CLASS. Those of you who chose to use the cell will be kindly requested to leave the lecture.

Important: Issues with class performance should be addressed to me from the beginning of the semester, not the last day after the exams. Extra credit assignments can be provided.

Academic Integrity:

As in any class, all individual assignments must be written by you and contain your own thoughts and perspectives. However, collaboration with others is allowed and even encouraged. As you will see in class, discussion with others frequently leads to new

insights, approaches, and understanding. When you collaborate with others, you *may* reach common conclusions. If this happens, *each person must still submit a separate assignment written in her or his own words*. If you work with anyone else when completing an individual assignment, simply note this on your paper, underneath your name: “Collaborated with...” **APA guidelines for references** and citations are to be followed as well.

A failure to disclose collaboration with other students will result in a “0” grade on the assignment for all parties involved. **Plagiarism and other forms of academic dishonesty will result in a “0” on the assignment and may result in an “F” for the course if the infraction occurs for a major assignment.**

Cheating and Plagiarism

Cheating and Plagiarism will not be taken lightly. The faculty will enforce university policies. Please refer to your student manual also can be found in the university website http://www.kuniv.edu/cs/groups/ku/documents/ku_content/kuw055940.pdf

The names of students’ accused of cheating in the exams will be reported to the dean. If the dean approves the accusation, then the student will receive **F** in all classes registered in the semester.

المادة الرابعة عشرة: الغش في الامتحانات أو نقل المعلومات :

1. تسري أحكام البنود أدناه على كل من يضبط في حالة غش أو شروع فيه أو من يساعد غيره على ذلك في الامتحانات القصيرة أو الفصلية أو النهائية أو الواجبات الدراسية أو التقارير والأبحاث المقدمة إلى أستاذ المادة أو من قام بنسب المعلومات المنقولة المقدمة ضمن أبحاثه لنفسه .
 2. بالنسبة للاختبارات القصيرة والفصلية والنهائية ، يتولى المشرف على الامتحان عند ضبط أية حالة غش أو شروع فيه، أن يثبت ذلك في محضر يذكر فيه اسم الطالب ورقمه ومادة الامتحان وساعاتها وتاريخها مع وصف للواقعة ويحيله إلى عميد الكلية التي تطرح المقرر، ويعد ادخال الطلبة للوسائل التكنولوجية من أي نوع داخل قاعة الاختبار شروعا في الغش.
 3. بالنسبة للأبحاث والتقارير والواجبات الدراسية ، عند شك أستاذ المادة في صحة المستندات أو المعلومات المقدمة من الطالب ، عليه رفع الأمر إلى عميد الكلية التي تطرح المقرر ، وذلك بكتاب رسمي موضحا أسباب شكه في هذه المستندات .
 4. يقوم عميد الكلية، التي تطرح المقرر، بالتحقيق في الواقعة وسماع أقوال الطالب وعند ثبوت واقعة الغش أو الشروع فيه يتخذ الآتي كتابة:
- (أ) اعتبار الطالب راسبا في جميع المقررات المسجل فيها في الفصل الدراسي الذي ضبطت فيه حالة الغش.
- (ب) إخطار عميد القبول والتسجيل وعميد شؤون الطلبة وعميد الكلية المقيد فيها الطالب الذي ضبط بحالة الغش بما تم من إجراءات .
5. في حالة العودة إلى الغش يفصل الطالب نهائيا من الجامعة ويثبت ذلك في سجله.
 6. على الكلية التي تطرح المقرر إبلاغ عمادة القبول والتسجيل بوقف إصدار كشف درجات الطالب قبل انتهاء فترة رصد الدرجات ، ومن ثم إبلاغها بالقرار النهائي للكلية قبل نهاية فترة السحب والإضافة للفصل الدراسي التالي .

Other Notes:



- Private matters should be addressed through emails or during office hours. Emails sent over weekends will normally be dealt with on Sunday. Emails should be written in either English or Arabic (the use of mixed characters is prohibited), please don't forget to include your name.
- Bonus Assessments may be provided, and will be discussed further in class.
- 2 bonus points for participants at the behavioral lab.

Tentative Schedule

Chapter 1: Introduction

Chapter 2: Trait Approach

Chapter 3: Skills Approach.

Chapter 4: Style Approach

Chapter 5: Situational Approach

Chapter 7: Path-Goal theory

Chapter 8: Leader-Member exchange theory

Chapter 9: Transformational Leadership

Chapter 10: Servant Leadership