

WILMINGTON UNIVERSITY
COLLEGE OF SOCIAL & BEHAVIORAL SCIENCES
BASIC COURSE INFORMATION

COURSE TITLE: Psychology of Leadership

COURSE NUMBER: ORG 302 / PSY 461

I. COURSE DESCRIPTION:

Effective leadership is essential to a free society, and an understanding of effective leadership behaviors and traits prepares students for cultivating and honing their own leadership styles. Effective leadership requires the ability to attract followers and motivate them to put forth their best efforts in solving problems. The psychology of leadership behaviors will analyze the leadership behaviors of well-known and not so well-known leaders, evaluate leadership behaviors according to societal values, and synthesize leadership theory into a personal leadership philosophy and action plan. Borrowing from many disciplines, this course will examine the impact of psychological needs and leadership influence. This highly interactive course will use reflection, self-assessments, and simulation scenarios to reflect on effective leadership behaviors and develop leadership skills in students.

II. MAJOR INSTRUCTIONAL GOALS:

Goal A:

Appreciate the role and need for effective leadership in a variety of settings.

Learning Outcomes: The student will:

- A-1 Explain the need for leadership in all area of society.
- A-2 Review major leadership theories.
- A-2 Identify and explain effective and ineffective leadership behaviors.
- A-3 Identify and explain the research methods used in leadership studies.

Goal B:

Explain effective leadership behaviors and processes.

Learning Outcomes: The student will:

- B-1 Identify and explain the various theories of leadership and leadership styles.
 - B-1-a Describe the theory of leadership behavior.
 - B-1-b Describe the leadership contingency theory.
 - B-1-c Describe transformational leadership.
 - B-1-d Describe supportive leadership behaviors.
 - B-1-e Describe directive leadership behaviors.
 - B-1-f Describe participative leadership behaviors.
 - B-2 Determine an appropriate behavior pattern for a given leadership situation.
- B

- D-2 Identify the type of leadership behaviors exhibited in two different settings.
- D-3 Evaluate the effectiveness of leadership behavior in one particular circumstance.

Goal E:

Analyze the psychological forces of human behavior and how they affect leadership effectiveness.

Learning outcomes: The student will:

- E-1 Define Maslow's hierarchy of human needs.
- E-2 Explain how human needs impact the leader's ability to accomplish goals.
- E-3 Explain why satisfied needs are not motivators.
- E-4 Explain the difference between psychological needs and social values.
- E-5 Explain the potential impact of deficiency motivation.

Goal F:

Understand how gender and diversity issues affect leadership behaviors.

Learning outcomes: The student will:

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Learning Outcomes: The student will:

- H-1 Communicate information orally in a logical and grammatically correct manner.
- H-2 Present written information using APA style.