

MODULE



Evolution of Leadership

Introduction

This module serves as an introduction to the academic study of leadership and leadership theory, encouraging students to dissect leadership concepts through an objective and subjective lenses. With a general understanding of how leadership has changed through time and how it is classified today, students can explore where they fit into the definition itself.

Objectives

1. Students will be able to identify, differentiate, and analyze various leadership theories.
2. Students will understand the historical and social context of each theory.
3. Students will be prepared to apply their understanding of leadership theory in practical leadership scenarios.

Agenda

1. Introduction
2. Icebreaker
3. Review of Northouse Definition
4. Timeline
 - a. Great Man Theory/Trait,Skills,Style Approach
 - b. Contingency Theory
 - i. LPC, Situational Leadership, Path-Goal, LMX
 - c. Transactional Theory
 - d. Transformational Theory
5. Wrap-Up

Introduction (5 minutes)

Purpose:

To familiarize students with the purpose of LEAD, purpose of the Evolution modules, and each other!

Materials:

1. CORE syllabus:
<https://docs.google.com/document/d/12gh-q6hsWHTgbHQocwuw3jM6qIlLidz3c4CX2wofxMo/edit>

Directions:

Hand out the CORE syllabus or simply use it for reference. Discuss the course

requirements and expectations of a LEAD student, especially as it pertains to LEAD as a graduation requirement and a mandatory class for all sophomores. Also, use this time to introduce yourselves. Discuss the scheduling of modules, i.e. explain the chronology of the Core Modules, Elective Modules, and Evolution of Leadership Modules using the schedule as a vehicle of explanation. Finally, give a brief overview of the Evolution of Leadership Theories as a whole prior to examining particular theories.

Icebreaker (10 minutes)

Purpose:

To introduce names and interests as well as energize the classroom.

Materials:

1. (TBD by facilitator)

Directions:

Play a name game and/or an icebreaker of your choice to fulfill the purpose above.

Review of Northouse Definition (10 minutes)

Purpose:

To familiarize the students with the leadership definition used by the LEAD team and transition into a discussion of the multiple theories and categorizations of leadership that exist today.

CORE Crash Course (CCC):

Northouse and LEAD defines leadership as “A process whereby an individual influences a group of individuals to achieve a common goal,” but what does this mean? Leadership is hard to define because there are so many different definitions and examples of what leaders actually are. This module will categorize these different types of leadership, but why is learning the Evolution of Leadership important? One on hand, leadership theories can provide immense insight into morals, values, and ethics in society during the time in which the theory was developed (Ex. Decentralized leadership in the 21st century). But the ability to recognize the different modes that leadership can take place in is also significant in personal development. It encourages us to challenge our preconceptions of effective leadership by exposing us to different and sometimes unorthodox methods of leadership. Knowing these theories will help your students think critically about leadership so that they can better access what they need as leaders and followers as well adapt to situations that they will be faced with in a leadership position.

Directions:

(TBD by facilitator)

Timeline (60 minutes)

Purpose:

To introduce the several leadership theories and methods of categorization used in the LEAD program.

Materials:

The resources found in the “Theory Crash Courses” folder, including:
Crash Courses-

<https://docs.google.com/document/d/1XgBdP6Bj3CW4rfvY88qurNOb2aqMV0UyZSwSXV7O33c/edit>

Timeline-

https://docs.google.com/document/d/1_kHAODq1uPPq6sWWNCCNuWYWnHYj2m5_Gn8TrTgSkKQ/edit

Directions:

Address the following categorizations:

- Trait vs. Process Leadership
- Assigned vs. Emergent Leadership
- Prescriptive vs. Descriptive Theories

Cover the following theories in whatever way seems fit:

- Great Man Theory/Trait,Skills,Style Approach
- Contingency Theory
 - LPC, Situational Leadership, Path-Goal, LMX
- Transactional Theory
- Transformational Theory

Possibilities: use a case study, watch videos, do an activity, etc.

**Keep in mind that many of these theories are best introduced through a simple lecture/discussion format.

References

1. **Leadership: Theory and Practice, Peter G. Northouse**
 - a. This textbook forms the backbone of the CORE series. It covers the evolution of leadership from its origins to its modern interpretations.
 - b. https://drive.google.com/open?id=OB6m1lAZ9Fh_PbVNHREdyb0tGeU0