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PHLD 9131 - Leadership Foundations and Strategies for Health Organizations

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Georgia Southern University
Jiann-Ping Hsu College of Public Health

PHLD 9131: Leadership Foundations and Strategies for Health
Organizations
Spring 2018
HYBRID COURSE

Instructor: Samuel Tawiah Yaw Opoku, MBChB, PhD

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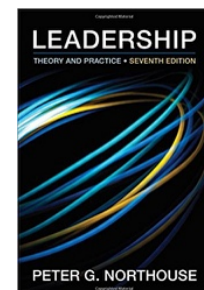
Office Hours: Tuesdays & Thursdays: 8am - 11:45 am

Class Meets: As a Hybrid Course, we will meet weekly online (asynchronously) & in class face-to-face 4 Times during the semester from 9:00 am to 12:00 pm/noon on the following dates: Jan 12, Feb 9, Mar 9, & Apr 6.

Prerequisites: None

Catalog Description: This course examines the dynamic nature of leadership in the healthcare and public health context. This course uses foundational leadership concepts to develop leadership applications and processes, such as leadership assessment (individual and team), communication improvement, strategic planning, decision making alignment, employee enhancement and knowledge management for use in creating and maintaining an organizational culture that can thrive within its external environment while improving organizational efficiency, effectiveness and efficacy within moral parameters.

Required Textbook: Northouse P.G. (2016). Leadership: Theory and Practice, Sage Publishers, Inc. ISBN-13: 978-1-4833-1753-3



DrPH Core Student Learning Outcomes

1. Demonstrate their readiness to work with communities to address public health problems.
2. Select and apply theoretically based interventions to address public health problems.
3. Apply appropriate research methods to address community health problems, particularly among rural and underserved populations.

DrPH Public Health Leadership Concentration Student Learning

Outcomes

4. Interpret and formulate a "systems thinking" approach to solving public health problems associated with organizations.
5. Appropriately utilize leadership skills to plan, design, implement, and assess public health intervention programs.
6. Critique and respond to the many internal and external conditions that can influence resource allocation on communities.
7. Formulate and conduct relevant policy-based research using appropriate research designs and analytic techniques.
8. Communicate public health leadership principles and concepts to lay and professional audiences through both oral and written communication.

Course Objectives (Each of them is Linked to the Competencies 1,5,8)

1. Discuss and explain the foundations of leadership.
2. Discuss and explain how leaders use organizational culture and leadership tools to create a successful environment for their organizations.
3. Discuss leadership perspectives and theories of administration within organizational structures.
4. Describe how individuals are motivated to perform effectively and develop motivational plans with which to lead people.
5. Describe the importance, sources, and uses of power and politics.
6. Discuss the process of leadership as it applies to organizational performance and organizational culture within the context of culture development and leadership tool application.
7. Describe the elements, sequence and information requirements of strategic planning as a process of effective leadership.
8. Be able to conduct a self-assessment of leadership while explaining strengths and weaknesses of individuals and leadership teams.
9. Through synthesis and evaluation, develop a leadership application model to use personally and for external presentation and application.
10. Evaluate, compare and contrast and defend a leadership model.

Overview of the Content to be Covered During the Semester

Week	Date	Topic	Readings	Assignment
1	8 th -14 th Jan	Leadership Defined	Chapter 1	Course Orientation Discussion Post & Quiz
2	15 th – 21 st Jan	Trait Approach Skills Approach	Chapter 2 Chapter 3	Group Project Deliverable 1 Due Discussion Post & Quiz
3	22 nd – 28 th Jan	Behavioral Approach Situational Approach	Chapter 4 Chapter 5	Discussion Post & Quiz
4	29 th Jan - 4 th Feb	Path-Goal Theory	Chapter 6	Discussion Post & Quiz
5	5 th -11 th Feb	Leader-Member Exchange Theory	Chapter 7	Group Project Deliverable 2 Due Discussion Post & Quiz
6	12 th – 18 th Feb	Transformational Leadership	Chapter 8	Discussion Post & Quiz
7	19 th – 25 th Feb	Authentic Leadership	Chapter 9	Discussion Post & Quiz
8	26 th Feb – 4 th Mar	Servant Leadership	Chapter 10	Discussion Post & Quiz
9	5 th – 11 th Mar	Adaptive Leadership	Chapter 11	Self-Assessment Paper Due
	12 th – 18 th Mar	Spring Break		
10	19 th – 25 th Mar	Mid-term Exam		
11	26 th Mar – 1 st Apr	Psychodynamic Approach	Chapter 12	Discussion Post & Quiz
12	2 nd – 8 th Apr	Leadership Ethics	Chapter 13	Discussion Post & Quiz
13	9 th – 15 th Apr	Team Leadership	Chapter 14	Discussion Post & Quiz
14	16 th – 22 nd Apr	Gender and Leadership	Chapter 15	Discussion Post & Quiz
15	23 rd – 29 th Apr	Culture and Leadership	Chapter 16	Discussion Post & Quiz
16	30 th Apr –4 th May	Finals Week		Group Work Final Paper Due

Samples of your work may be reproduced for research purposes and/or inclusion in the professor's teaching portfolio. You have the right to review anything selected for use, and subsequently ask for its removal.

Instructional Methods

As a hybrid course, much of the material for the course is located and will be taught and evaluated via online asynchronous methods from the web course platform. There will be four in-class meetings. (Date and time indicated above). Written assignments, presentation material, weekly quizzes, weekly discussion posts, a mid-term exam and a group work constitute the basis of evaluation.

Philosophy

This course is designed to make you think critically about the subject matter throughout this semester. All of our activities will focus on helping you to better understand the concept and practice of leadership. You will be asked to continually engage your mind during class and while preparing for class. The textbooks will be used as a general resource for the course.

Grading

Evaluation	Percent of Grade
Quizzes	20%
Midterm Exam	30%
Discussion Post	10%
Self-Assessment Analyses	10%
Class Participation	10%
Group Project	20%
Total	100%

The following point scale will be utilized in grading:

90-to-99 points (90% +)	A
80-to-89 points (80%-89.99%)	B
70-to-79 points (70%-79.99%)	C
00-to-69 points (69.99%-)	F

A cumulative total of 69.99 points or less will be considered as failing. For calculation of your final grade, all grades above will be included. All exams and assignments will be graded and returned promptly so that students may accurately calculate their grades at any point in time during the semester.

NO EXTRA CREDIT PROJECTS WILL BE ASSIGNED!

Assignments/Deliverables/Examinations

The instructor will explain assignments/deliverables/examinations in class. The following is a summary of the assignments/deliverables/examinations:

Class participation (10%): Class participation is an integral part of the learning process. Students will be expected to remain current with the readings, contribute to discussion of the week's topics, ask questions, make comments, and agree/disagree with the instructor. You must come to class prepared (read chapter and other readings for the week before class) to discuss issues, prepared and present to the class if called upon.

Discussion Posts (10%): Each week you will post one thing you learnt from the assigned chapter and / or readings. Your post should be unique. You are required to comment on or respond to the previous post by your colleague before posting what you learnt. Your post should be no less than 250 words.

Quizzes (20%): There will be weekly online quizzes during the semester to test your comprehension of basic concepts in leadership. The quizzes may utilize a variety of testing methods to include multiple choice, true and false, short answer and short essay. Information for the quizzes will come from the main points/topics in the text, lectures, and reading assignments. These assignments cover Course Objectives 1-10.

Mid-Term Examination (30%): This exam is written and could include the following evaluation formats: multiple choice, true or false, matching, fill in the blank, short answer, and/or short essay. This exam is based on the textbook, any supplemental documents, in class lectures and readings. This exam will be administered online.

Self-Assessment Analyses and Summary (10%): An analysis and summary of your leadership style or personality type is required. Further information can be found on folio in the Self-Assessment Analyses and Summary Assignment document. The assignment is to be submitted through.

Group Project- Paper and Presentation (20%): You will be randomly assigned to a group and assigned a task. Group members are required to actively participate in this group work. Each group member will have the opportunity to evaluate the effort and contribution of the other group members. You can find information on your assigned groups in folio and task under the document Group Project. You are to use folio discussion board in communicating with other group members about the assignment. The final paper is to be submitted through folio.

Make-Up Policy: Late assignments will not be accepted. If you are aware ahead of time that you will be missing a class when an assignment is due, it is your responsibility to notify the instructor and turn in the assignment on time. Electronic

submission is acceptable. Extenuating circumstances will be considered on a case-by-case basis.

Class Meeting Agendas

During the face – to – face class meetings, we will do the following (ensure you review so you are prepared):

Meeting 1: Introductions and Review of Chapters 1 & 2 in textbook

Meeting 2: Review of Chapters 3 – 7 in textbook

Meeting 3: Review of Chapters 8 – 11 in textbook

Meeting 4: **Group Presentation (Prepare 15 – 20 PowerPoint slides to present your paper in a 25 -minute presentation in class)**

Review of Chapter 12- 16 in textbook

Attendance Policy & Class Participation

Class attendance is required both weekly for online/web course elements and in class face-to-face elements. You are responsible for any material covered or distributed online, including any announcements, so please check the course website regularly. Federal regulations require attendance be verified prior to distribution of financial aid allotments. Student-teacher and student-student interaction in the course is important, so questions will be asked throughout discussions.

Class Etiquette

This is a graduate level course, and student behavior is expected to be in keeping with that expected of graduate students and professionals. Students are expected to show courtesy and respect for classmates and faculty. Use proper ‘Web’ etiquette within the web course and when in class, please turn off all cell phones and pagers and other electronic devices.

Academic Integrity

Students are expected to follow guidelines outlined in the *Student Conduct Code 2007-08* policy regarding academic dishonesty. Any student found in violation of academic honesty will receive a grade of ‘F’ for the course. It is the student’s responsibility to familiarize him/her self with the student policies and expectations set forth in the *GSU Student Conduct Code 2016-17* of the *Student Handbook* (<http://students.georgiasouthern.edu/conduct/files/Final-2016-2017-Code-of-Student-Conduct.pdf>). You are expected to follow guidelines set forth in the entire handbook.

Academic Misconduct

"According to the Academic Dishonesty Policy of GSU, Plagiarism includes (but is not limited to):

- A. Directly quoting the words of others without using quotation marks or indented format to identify them.
- B. Using published or unpublished sources of information without identifying them.
- C. Paraphrasing material or ideas without identifying the source.

D. Unacknowledged use of materials prepared by another person or agency engaged in the selling of term papers or other academic material.

Plagiarism

Plagiarism is defined as, “*appropriating and putting forth as one’s own the ideas, language, or designs of another*” (The Living Webster, 1975), and it is strictly forbidden. Written and oral presentations must be a student’s own work. Students plagiarizing or cheating in any form will face disciplinary action which could result in failure of this course, or suspension or expulsion from the University. Copying from written materials, presentations, websites, online documents, etc. without source acknowledgement and reference is plagiarism. *Read it, appreciate it, learn from it, and make sure you source it – and then reflect it with your own thoughts and words!* If you are uncertain about what constitutes plagiarism, please contact the Instructor.

University Calendar for the Semester

The University Calendar is located with the semester schedule, and can be found at:

<http://em.georgiasouthern.edu/registrar/resources/calendars/>

Attendance Policy

Federal regulations require attendance be verified prior to distribution of financial aid allotments. Attendance will not be recorded after this initial period.

One Final Note

The contents of this syllabus are as complete and accurate as possible. The instructor reserves the right to make any changes necessary to the syllabus and course material. The instructor will make every effort to inform students of changes as they occur. It is the responsibility of the student to know what changes have been made in order to successfully complete the requirements of the course.

**ALL COURSE INFORMATION AND MATERIAL REMAIN THE PROPERTY OF
THIS COURSE AND CANNOT BE UTILISED IN ANY FORM WITHOUT THE
EXPRESS WRITTEN PERMISSON OF THE COURSE INSTRUCTOR.**