Final Project

Principles and Practices of Leadership

COURSE OBJECTIVES

Upon successful completion of this course, the student will be able to:

1. Describe effective leadership
2. Compare major leadership models and theories
3. Critique leadership approaches for effectiveness, ethical soundness, and multicultural considerations

BACKGROUND INFORMATION

For this project, you will analyze a leadership context and design a leadership development plan around it. You will identify essential leadership skills and design a program that will target these skills. You will deliver a proposal, comparable to what a consultant would create for a client, detailing the specific methods by which you would develop these leaders.

PROJECT INSTRUCTIONS

Write a paper that contains the following sections:

I.   Leadership Context
II.   Leadership Skills
III.   Leadership Development Plan
     a. Learning Objectives
     b. Methods
     c. Key Content, Exercises, and Activities
     d. Evaluation
IV.   Summary

Follow the steps below to complete your paper:

Part I: Leadership Context (2 pages)

1. Choose and describe a specific context and a leadership role within that context. For example, you could choose a well-known company and its CEO or a manager in that company, or you might choose a particular government agency and a leadership title within that agency. Once you have chosen a particular leadership role within a company, agency, or other organization, you should provide some background on the company itself, its vision, and its organizational structure, as well as details regarding the title of the leadership role and his or her general duties and area of control.
2. Describe any relevant issues related to leadership effectiveness, ethical leadership, and the leader's ability to perform well in the specific environment of his or her organization.

These issues should apply to any particular person who took the role because they are issues related to the company or organization and not the particular individual.

Part II: Leadership Skills (3 pages)

1. Identify 3-5 leadership skills that would be essential for the particular leader you selected and explain why each of these skills is necessary for that leadership position within the organization you selected.

Part III: Leadership Development Plan (3-4 pages)

Now you will create a leadership development plan based upon your findings from the previous sections. Participants in your program would include new employees entering that leadership role.

1. State 3-5 objectives that your leadership development program aims to achieve and how the program will achieve them. (E.g., leaders should be able to create a vision statement after completing this, etc.)
2. Determine two appropriate methods for developing *each* of the leadership skills you identified in step 3. You identified 3-5 leadership skills in step 3, so you must identify 6-10 methods for leadership development. Examples of methods include lectures, coaching, training exercises or activities, mentoring, on-the-job training, etc. Describe how and why each of these methods will contribute to the development of each of the associated leadership skills.
3. Explain how you would evaluate the success of those who participated in your leadership development plan.

Part IV: Summary (1 page)

1. Briefly summarize how your leadership development plan specifically prepares incoming employees in the selected leadership position for their role.
2. As part of your leadership plan, explain how you would take into account the traits and strengths that incoming leaders bring with them. How would you tailor your plan for your specific audience? What traits and strengths may make your leadership development plan more or less effective? Explain how the modifications you would make for individual traits and strengths will help individuals succeed.

PROJECT SUBMISSION

1. A title page is not required for project submissions. Because evaluators do not see student names when reviewing student work, it is important that students not include any personal identifiers in their project submissions.

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2. *If your project requires a video*, you should post the video to a free video hosting site like www.youtube.com, www.photobucket.com, or another free web hosting site. The following website maintains a list of video hosting sites: http://www.videohostings.com. In the written materials that you submit as part of the assignment, you should include the title of the video and a link for the evaluator to use to grade your submission. Please make sure that the privacy settings on your video are set to allow third parties to view it.

3. When you are ready, click on the **Upload Files** button in the Project tab of your course to submit your assignment. Your project should be graded within 7 days. Please contact your instructor if this is not the case.

4. Your assignment will not be returned to you, so keep a copy for your files.