

Leadership

In a world where rapid change has become the norm, there is a need for strong leaders across every industry and sector.

TWU's BA in Leadership program will give you the tools you need to lead well in whatever setting you find yourself. You will learn how to communicate better, work effectively in team environments, manage conflict, motivate colleagues and lead authentically in ways that apply immediately to your work and life. If you're looking to advance your career, become a leader in any capacity or improve your real-world leadership skills, this program is for you.

Our Leadership major (42-44 semester hours) consists of two elements: leadership theory and leadership praxis.

LEADERSHIP THEORY

The program begins with a course that not only prepares a student for the methods associated with degree completion but also introduces the Leadership curriculum and concepts of lifelong learning. This is a great way to ease back into university studies before starting the Leadership theory courses. See the course descriptions below.

LEADERSHIP PRAXIS

The praxis part of the program comprises practicums and a written project report. This gives you the opportunity to earn 7 or 9 semester hours for concrete application of theoretical knowledge while practicing leadership skills within the context of an organization. You may choose either a 2 or 3 semester hour practicum based on the number of semester hours required in your learning plan. (A non-praxis theory track is also available where required. Ask us for more information.)

LDRS 300 LEADERSHIP THEORY AND PRACTICE (3 SH)

This course is designed to enhance understanding of leadership as well as personal leadership skills, attitudes and behaviours in keeping with the mission of TWU. It introduces you to the literature of leadership and helps you design tools for assessing your own leadership abilities. Team building and self-assessment exercises, leadership presentations, case studies and field research are included.

LDRS 301 LIFELONG LEARNING STRATEGIES IN LEADERSHIP (2 SH)

Developing good leadership skills is a lifelong pursuit requiring continuous learning. This required introductory course is designed to provide you with an introduction to both learning and leading that ensures academic and personal learning success for a lifetime of leadership development and application. The course includes self-assessment tools and measures your progress in leadership comprehension and application.

LDRS 302 HISTORICAL CONCEPTS AND THEORIES IN LEADERSHIP (3 SH)

This course is an introduction to historical organizational concepts and theories that have influenced current leadership and management trends. The course highlights early societal and philosophical influences that led to the development and implementation of classical management theories and subsequent emerging theories through the 1980s. Students examine influences on current marketplace applications in interpreting actions and prerequisites of individuals and organizations.

LDRS 303 CONTEMPORARY AND POPULAR APPROACHES IN LEADERSHIP (3 SH)

This course provides an overview of contemporary and popular approaches that have influenced current movements in leadership and management trends from the 1990s to present day. Includes exposure to a variety of contemporary leadership approaches and experiential learning techniques.

LDRS 310 THE LEARNING ORGANIZATION (3 SH)

In the knowledge age, leaders must influence the nature, direction and quality of organizational knowledge and competence. This course exposes students to the importance of expanding people's ability to understand and cope with the challenges organizational situations generate. We will define and analyze organizational theory, and discuss practical methods.

LDRS 320 ETHICAL DECISION-MAKING (3 SH)

The course explores ethical decision-making in a business environment. It examines individual, organizational and macro-level issues in ethics. The course does not determine correct ethical action; it is designed to promote the understanding of the role of values and ethics as leaders formulate strategies for motivating, communicating, utilizing power and developing followers.

LDRS 330 LEADERSHIP IN ORGANIZATIONS AND SMALL GROUPS (3 SH)

This course aims to bring comprehensive understanding of leadership, including theories, models, facets of leadership and characteristics of effective leaders. Includes discussion of leadership development and current issues.

LDRS 400 INTERPERSONAL LEADERSHIP: NEGOTIATION AND CONFLICT RESOLUTION (3 SH)

You will learn to identify conflict sources within and outside organizations related to personal differences, real and imagined levels of power and stakeholder interests. Forms of dispute resolution are discussed, including professional arbitration and alternative methods of mediation, with recognition that conflicts can be beneficial.

LDRS 410 COMMUNICATION: METHODS AND MEDIUMS OF PERSUASION AND POSITIVE INFLUENCE (3 SH)

Communication within an organization impacts directly/indirectly and internally/externally in four directions: colleagues, subordinates, superiors and current/potential customers. All successful leaders are competent communicators and seek ways to develop their skills. This course provides a broad overview of communications and offers learners practical tools to improve their rapport with various audiences.

LDRS 420 LEADING CHANGE (3 SH)

Leaders need to understand change in order to lead change. This course enables students to understand the impact of change, develop a better sense of leading complex change and learn about various change process models, frameworks and engagement principles to gain commitment and involvement. You will also develop an understanding of how to coach in the midst of change. Using a nine-phase change process model, you'll apply your learning to a change project or initiative.

LDRS 431 BUILDING LEADERS I: DEVELOPING INTERGENERATIONAL LEADERS (1 SH)

An examination of the universal process of human development from a psycho-social perspective in order to understand personal responses to leadership and the perspective-taking requirements of the leader in leading others. This course provides an overview of different generations (boomers, gen-Xers, millennials) and both their approach to and responses to leadership challenges with a view to increasing the emotional intelligence of emerging leaders.

LDRS 432 BUILDING LEADERS II: VOCATION AND CAREER PLANNING (1 SH)

An examination of leaders' vocation discernment and career planning in the context of both modelling and mentoring. Emphasis is given to the leaders' identification of personal calling and the creation of their career development plans and how they use their self-development knowledge as life mentors to those they lead, bringing others toward personal and professional clarity and growth.

LDRS 433 BUILDING LEADERS III: RESILIENCE IN LEADERSHIP (1 SEM. HR.)

An examination of everyday challenges and weaknesses leaders face, and how to cope effectively. This course focuses on approaches and attitudes related to leadership aspects such as criticism, failures, successes, personal attacks, weaknesses and persistence.

LDRS 440 DEVELOPING ADMINISTRATIVE COMPETENCE (3 SH)

This course teaches key principles and methods beyond general strategies of leadership that will lead to successful administration of organizations. It offers an opportunity to apply leadership principles in the context of a real-world management application. Topics include preparing strategic plans, modifying strategies, designing the organization to fit objectives, organizational governance, staffing the organization, budget building and defending, risk management and due diligence and effective implementation of plans.

LDRS 491, 492 LEADERSHIP PRACTICUM (2, 2 SH)

This course provides a practical setting where you can apply what you've learned in the program. Practicum must be with a supervised business, non-profit agency, social service agency or institution related to your personal interests and future plans. The course includes readings, written assignments and group meetings.

LDRS 493, 494 (3, 3 SH)

This course provides a practical setting where you can apply what you've learned in the program. Practicum must be with a supervised business, non-profit agency, social service agency or institution related to your personal interests and future plans. The course includes readings, written assignments and group meetings.

LDRS 499 APPLIED LEADERSHIP PROJECT (3 SH)

This project affords you the opportunity to test and apply the skills learned in your practicum placement as well as to reflect on your own personal development as a professional. You will conduct your applied leadership project in a supervised business, non-profit agency, social service agency or institution related to your personal interests and future plans (preferably in the same setting as you completed your practicum). This self-directed but practicum-facilitated project will help you reflect on and integrate your knowledge with practical experience.