

**Common Course Outline**  
**HUSC 107**  
**The Challenge of Leading**  
**3 Credits**

**Community College of Baltimore County**

**Description**

**HUSC 107 – The Challenge of Leading** is a course in which students explore theoretical and conceptual foundations for personal leadership development. These include a variety of leadership topics such as self-assessment, interpersonal communication, teamwork and collaboration, leadership in a diverse community, group dynamics, and organizational culture.

**3 Credits**

**Prerequisites:** ACLT 052 or ACLT 053 or (ESOL 052 and ESOL 054)

**Overall Course Objectives**

Upon completion of this course students will be able to:

1. discuss the historical underpinnings of the concept of leadership;
2. define major concepts of leadership and leadership development;
3. identify essential skills associated with successfully leading change;
4. analyze how personal identity intersections are relevant to leadership skills and knowledge;
5. apply Relational Leadership model strategies to become effective group and team leaders in differing roles within the group;
6. explore the role of leadership within a complex organization;
7. describe organizational culture;
8. describe concrete steps to develop consensus and coalition-building;
9. apply the Social Change Model of Leadership Development to a given scenario;
10. analyze the power of perspective taking and its contribution to leading for change;
11. describe the importance of reflection and self-awareness for effective leadership;
12. critique the history of leadership thought and theory, including classic, contemporary, and emerging views on leadership; and
13. analyze cultural and experiential perspectives on leadership.

**Major Topics**

- I. Historical Underpinnings of Leadership Theory
- II. Major Concepts of Leadership
  - A. Ethics
  - B. Integrity
  - C. Values
  - D. Morals

- E. Character
- F. Relationships
- G. Conflict
- III. Leadership Skill Development
- IV. Leadership and Personal Identity
  - V. Relational Leadership
- VI. Organizational Culture
- VII. Coalition-Building
- VIII. Social Change Models
  - IX. Exploring the Meaning of Leader and Follower
  - X. Generations of Leadership Theory
  - XI. Exploring One's Potential for Leadership
- XII. Developing a Multicultural Mindset through exploring cultural influences on leadership
- XIII. Practice of Leadership
- XIV. Making a Difference with Leadership

### **Course Requirements**

Grading procedures will be determined by the individual faculty member but will include the following:

### **Grading/exams**

- A minimum of 5 reflective writing prompts
- A minimum of 2 experiential leadership activities
- A minimum of 1 presentation on a model of leadership

Written Assignments: Students are required to use appropriate academic resources.

### **Other Course Information**

This course is a program elective in the Human Services Counseling degree program, and may also be taken by students in other programs or majors.