

Sociology 1060: Leadership in Organizations  
Tuesday & Thursday: 6:30-7:50 PM  
Spring Semester, 2009

Brown University  
Wilson Hall, Room 302

## **Leadership in organizations**

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### **Course Description**

What is leadership? What makes a great leader? Can leadership be learned? Improved? Practiced? In this course we will explore various theoretical perspectives to leadership, with the purpose of gaining a better understanding of this evasive phenomenon. Our focus will be the mutual relations between the leaders, the followers, and the context in which these relations take place. We will be using a combination of standard lectures and readings, as well as case-study analysis, to achieve this aim of the course.

Additionally, we will aim at developing leadership skills. This will be achieved through engaging in self-exploration and reflection, the use of self-assessment instruments, role-play, and feedback from peers.

### **Course Requirements and Assessment**

Your final grade will be a combination of a group grade and a personal grade. A short explanation of each assignment is provided below, and more specific guidelines will be provided separately.

1. The **group grade** will constitute **50%** of your final grade, and will be divided as follows:

- a. Final team project - **40%**
- b. Leadership: Point-and-shoot assignment - **10%**.

2. Your **personal grade** will constitute the other **50%** of your final grade, and will be divided as follows:

- a. Grade given to you by your team mates – **20%**.
- b. Personal coaching experience – **15%**.
- c. Handing in 3 short exercises – 5% each – **15%**.

In addition to these assignments you are expected to attend class, and actively participate in the various class activities. You may be given case studies, articles, or self-assessment questionnaires to prepare at home, and these will be further discussed in class. Part of the grade given to you by your team mates will reflect your participation in class activities, as many of these activities will be done in your small groups.

### **Reading Material**

You are not required to buy a textbook for the course. I will put articles on the course's web site and you will be expected to read them. A list of this bibliography will be provided separately.

Additionally, each of you will be asked to purchase two or three case studies prepared by Harvard Business School (HBS). These HBS cases cost \$3.50-4.00 each (so it's much less than buying a textbook). Instructions on how to purchase them will be provided in the beginning of the semester.

### **Explanation of course requirements**

#### **1. Team Project**

Each team will apply concepts and theories of leadership to the analysis of a specific real-life or a fictional leader. You will present your analysis to the class and elaborate on it to create your final paper. The presentation should last about 35 minutes.

#### **2. Leadership: Point-n-shoot**

Each team will be asked to open one of the class sessions by presenting a quick glimpse into an aspect of leadership. You can choose to either present an incident of leadership you encounter in your daily lives, or organize some class activity that reflects a specific aspect concerning leadership.

Your point-n-shoot activity should take about 10 minutes.

#### **3. Grade given by Team Mates**

Each student will be graded by his team mates, based on his participation in and contribution to the various team activities, including the team project.

#### **4. Personal Coaching Experience**

This exercise is designed to allow you, as future leaders, to assess and improve your ability to coach others. It should be done in pairs, and take place during class time but in a private setting. Based on skills studied in class, you will each play a role of a coach, and of a coachee, and then analyze the coaching sessions and hand in a report.

#### **5. Exercises**

You will be expected to hand in 3 short exercises throughout the semester. You will not be graded on these exercises, but a reasonable level of preparation is expected.