Eastern Kentucky University  
Department of Management, Marketing and CCT  
Syllabus for MGT 850  
Leading and Managing Organizations  
3 credit hours  
Fall, 2009

Instructor: Allen D. Engle, Sr.  
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Office Hours: Thursday 3:30-6:00

Catalogue Course Description: Advanced study of the issues and personal skills required to effectively lead and manage individuals, teams, and the organization. Topics include acquiring, energizing, and utilizing human capital in a global, competitive environment. Prerequisite: MGT 300 or MGT 821 or equivalent with a minimum grade of “B-“.

Text(s):  


Other readings as assigned.

Student Learning Outcomes: Upon successfully completing this course students will be able to:  
1) Articulate the importance of a human capital approach to employee hiring and development and how these decision processes relate to firm success.
2) Appreciate how the human capital perspective can impact their personal career and the long term success of their firm.
3) Provide an in-depth assessment of leadership processes, models and activities.
4) Understand more completely the interactions between leadership processes, national and firm culture, and firm effectiveness.
5) More critically assess their own leadership capabilities and develop a plan to enhance these capabilities.

Course Requirements: Students are required to:  
1) Read the course text books, approved book assignment and any other supplemental readings as assigned.
2) Attend all classes and make meaningful, regular and systematic contributions to the group discussion appropriate to the topics at hand.

3) Research an approved topic in international/multicultural leadership or international/multicultural talentship and write up a research paper on their findings. This research report will be in the style of the American Psychological Association and contain no fewer than 25 references.

4) Present a professional presentation with power points and handouts reflecting an assigned chapter in the Conger and Riggio text. Two students will make up a team that will be evaluated based upon the clarity, conciseness, completeness and accuracy of the presentation. The students will also relate how the issues of the chapter relate to our previous discussion on human capital and present how the topics of the chapter relate to their own personal work experiences.

5) Take one take home midterm on the Lawler text and one open note, cumulative final exam based on the material in the Lawler text and the Conger and Riggio text.

**Evaluation Methods:** The final course grade will be determined based upon the following criteria:

- In class participation and leadership: 100 pts.
- Take home midterm: 100 pts.
- Group presentation of chapter: 100 pts.
- Book report: 100 pts.
- International research paper: 100 pts.
- In class, open note final exam: 150 pts.

Total points possible: 650 pts.

Grading scale: 90% and above=A, 89-80%=B, 79-70%=C, 69-60%=D, <60%=F

**Student Progress:** Every effort will be made to return student work no more than one week after it is handed in. Progress will be presented “live” or via those formal mechanisms set up by EKU for remote campus students.

**Attendance Policy:** Students are expected to attend all classes. Any missed work will be made up only with a legitimate, documented excuse. The instructor is the final judge of what is a legitimate excuse and what is not. There will be no opportunity to make up participation, pop quizzes or presentations.

**Disability Statement:** If you are registered with the Office of Services for Individuals with Disabilities, please obtain your accommodation letters from the OSID and present them to the course instructor to discuss any academic accommodations you need. If you believe you need accommodation and are not registered with the OSID, please contact the
Office in the Student Services Building Room 361 by email at disserv@eku.edu or by telephone at (859) 622-2933 V/TDD. Upon individual request, this syllabus can be made available in an alternative format.

**Academic Integrity Statement:** Students are advised that EKU’s Academic Integrity policy will strictly be enforced in this course. The Academic Integrity policy is available at www.academicintegrity.eku.edu. Questions regarding the policy may be directed to the Office of Academic Integrity.

**Official E-mail:** An official EKU e-mail is established for each registered student, each faculty member, and each staff member. All university communications sent via e-mail will be sent to this EKU e-mail address.
### Tentative Course Outline:

<table>
<thead>
<tr>
<th>Week of</th>
<th>Material</th>
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<tbody>
<tr>
<td>August 27</td>
<td>Introduction and overview of course</td>
</tr>
<tr>
<td>September 3</td>
<td>Talent and Human Capital; Lawler, 1 and 2</td>
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<tr>
<td>September 10</td>
<td>Lawler 3 and 4</td>
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<tr>
<td>September 17</td>
<td>Lawler 5 and 6</td>
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<tr>
<td>September 24</td>
<td>Lawler 7 and 8</td>
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<tr>
<td><strong>October 1</strong></td>
<td>Lawler, 9 and 10; <strong>TAKE HOME MIDTERM OUT</strong></td>
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<tr>
<td><strong>October 8</strong></td>
<td>Transition to Leadership; <strong>TAKE HOME MIDTERM DUE BACK</strong></td>
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<tr>
<td>October 15</td>
<td><strong>GRADED MIDTERMS RETURNED</strong>; Presentations begin; C &amp; R, 1, 2, and 3</td>
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<tr>
<td>October 22</td>
<td>C &amp; R, 4 and 5</td>
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<tr>
<td>October 29</td>
<td>C &amp; R, 6 and 7</td>
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<tr>
<td>November 5</td>
<td>C &amp; R, 8 and 9</td>
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<tr>
<td>November 12</td>
<td>C &amp; R, 10 and 11</td>
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<td><strong>November 19</strong></td>
<td>C &amp; R, 12 and 13; <strong>BOOK REPORTS DUE</strong></td>
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<td><strong>November 26</strong></td>
<td><strong>ACADEMIC HOLIDAY</strong></td>
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<tr>
<td>December 3</td>
<td>C &amp; R, 14 and 15</td>
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<tr>
<td><strong>December 10</strong></td>
<td>Conclusions and catch up; <strong>RESEARCH PAPERS DUE</strong></td>
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<tr>
<td>December 17</td>
<td><strong>FINAL EXAM</strong></td>
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