

MGMT 3287-001
Managerial Leadership
Fall Semester 2022

This syllabus contains the policies and expectations established for MGMT 3287, Managerial Leadership. Please read the entire syllabus carefully before continuing in this course. These policies and expectations intend to create a productive learning atmosphere.

<i>Instructor</i>	<i>Email</i>	<i>Office Location</i>	<i>Office Hours</i>
Daryl L. Kerr, Ph.D.	dlkerr@uncc.edu	Friday Bldg. 368-C	TR: 12:45 – 2:15 pm 5:15 – 5:45 pm <i>Others scheduled by appointment</i>

Dr. Kerr's Classes	MGMT 3287-001	TR	11:30 am – 12:45 pm	Friday Bldg. 141
	BUSN 1101-007	TR	2:30 – 3:45 am	Friday Bldg. 128
	BUSN 1101-003	TR	4:00 – 5:15 pm	Friday Bldg. 128

Required Reading The 21 Irrefutable Laws of Leadership: Follow Them and People Will Follow You, 10th Anniversary Edition by John Maxwell, 2007
 ... and various other articles available via the class Canvas page

This book “is a leadership classic. It is a great read for independent artists and solo entrepreneurs building a tribe, startup founders creating a company and, of course, newly minted managers. It makes you think about how you interact with others and what kind of person you want to be, which is always worth ruminating about.”

Course Description **MGMT 3287 - Managerial Leadership.** (3) Prerequisite: MGMT 3140 with a C or better. A managerial perspective on leadership in formal organizations. Emphasis is placed on team-building, exercising influence, decision-making, and conflict management. Pedagogical tools to be used include role-playing, case analyses, self-assessment of leadership competencies, and shadowing of working managers.

Course Overview Managerial Leadership covers the essential skills necessary to be a more productive manager as well as a more effective leader. Increasingly, individuals want to feel connected to the “bigger picture” in organizations. They expect leaders to create direction and commitment and enable them to work together to achieve personal and organizational success. There is no single style of leadership that is effective in all situations. However, there are basic principles and processes that all effective leaders apply. This course focuses on those principles and processes.

- Learning Objectives** Upon completion of this course, you should be able to:
- understand managerial leadership
 - appreciate and understand the relationship between culture and leadership
 - understand the relevance of leadership theories and concepts and their relationship to practice
 - develop team-building and decision-making skills
 - understand and apply change leadership skills
 - create the capacity for self-leadership
 - develop leadership and interpersonal skills using self-assessments, self-evaluations, experiential exercises, and case analyses.

Course Exams, and Assignments and Participation	Exam # 1	20 %
	Exam # 2	20 %
	Exam # 3 (Final Exam)	20 %
	Leadership Article – Summary	5 %
	Leadership Training Seminar	25 %
	Attendance and Participation	<u>10 %</u>
	Total	100 %

A = 89.5-100, B = 79.5-89.49, C = 69.5-79.49, D = 59.5-69.49, F = 59.45 or less

CLASS FORMAT

We will achieve the objectives of the course through a combination of lectures, class discussions, assignments, exams, and presentations. Since this is an interactive, discussion-driven course, your attendance and participation are expected.

EXAMINATIONS

There are three exams in this course, each covering one-third of the semester. All material covered in readings, class discussions, training seminars, assignments, and class discussions is subject to examination.

All three exams are closed book and in-class exams, using true-false and multiple-choice questions within the Canvas platform. Please note, students are not allowed to leave the classroom and return during an exam, so please take care of any personal business before entering the room for the exam. Students who arrive late for exams will only be permitted to take the exam as long as no other student has completed the exam prior to the student's arrival. Please make sure you bring your laptop for each exam and switch all other electronic devices to the "off" position.

LEADERSHIP TRAINING SEMINARS

Students will work in teams of 2, 3, 4, or 5; this is your choice. Each team will develop a Leadership Training Seminar based on one of the topics from the Approved List. If your team would like to do a topic not on the list, please get the approval of Dr. Kerr before you begin your work. These seminars will be scheduled randomly during the last few weeks of the semester.

ATTENDANCE POLICY & CLASS PARTICIPATION

Students who punctually attend class on a regular basis most often perform at a higher level on exams and assignments. Thus, attendance at all class sessions is expected. You will earn 3.5 points for every day you attend, engage and participate. Two points are taken off this grade for each day you are late.

Absences from class may be excused for such reasons as personal illness (with medical documentation), religious holidays, or participating as an authorized University representative in an out-of-town event (with written documentation). Whenever possible, you are expected to seek the permission of your instructor prior to absences.

Material will be presented in class that is not in the text and will be on the exams. If you miss a class, you should obtain notes from a trusted classmate. You are expected to be an active participant and to make meaningful comments on the topics being discussed. You should, therefore, make a conscientious effort to attend class and to be sufficiently prepared to contribute to the discussions.

CLASS POLICIES

1. Read assignments before class and be prepared to answer questions in class. Your comments and questions are welcomed in this course. If you do not understand any material, please ask.

2. UNC Charlotte utilizes “Canvas” as its Learning Management System (LMS). A LMS is a way to simplify teaching and learning by connecting all the digital tools professors use in one easy place. Be sure to read any weekly announcements and check Canvas for important information and updates about the course. Canvas is also the central hub for posting assignments and handouts. For more information on Canvas, please visit canvas.uncc.edu. If you have any technical questions or problems, contact UNC Charlotte Information and Technology Services at 704-687-5500 or itservices.uncc.edu
3. You should check your UNC Charlotte email account on a daily basis. This is how the University, the Niblock Student Center, and professors communicate with you.
4. The standards and requirements set forth in this syllabus may be modified at any time by the course instructor. Notice of such changes will be by announcement in class and on Canvas.

ACADEMIC INTEGRITY

Students have the responsibility to know and observe the requirements of The UNC Charlotte Code of Student Academic Integrity. The following information from the current UNC Charlotte Catalog is provided for your information.

THE UNC CHARLOTTE CODE OF STUDENT ACADEMIC INTEGRITY

The UNC Charlotte Code of Student Academic Integrity governs the responsibility of students to maintain integrity in academic work, defines violations of the standards, describes procedures for handling alleged violations of the standards, and lists applicable penalties. The following conduct is prohibited in that Code as violating those standards:

- A. Cheating. Intentionally using or attempting to use unauthorized materials, information, notes, study aids or other devices in any academic exercise. This definition includes unauthorized communication of information during an academic exercise.
- B. Fabrication and Falsification. Intentional and unauthorized alteration or invention of any information or citation in an academic exercise. Falsification is a matter of altering information, while fabrication is a matter of inventing or counterfeiting information for use in any academic exercise.
- C. Multiple Submission. The submission of substantial portions of the same academic work (including oral reports) for credit more than once without authorization.
- D. Plagiarism. Intentionally or knowingly presenting the work of another as one's own (i.e., without proper acknowledgment of the source). The sole exception to the requirement of acknowledging sources is when the ideas, information, etc., are common knowledge.
- E. Abuse of Academic Materials. Intentionally or knowingly destroying, stealing, or making inaccessible library or other academic resource material.
- F. Complicity in Academic Dishonesty. Intentionally or knowingly helping or attempting to help another to commit an act of academic dishonesty. A full explanation of these definitions, and a description of procedures used in cases where student violations are alleged, is found in the complete text of The UNC Charlotte Code of Student Academic Integrity. This Code may be modified from time to time. Students are advised to contact the Office of the Dean of Students or go to www.legal.uncc.edu/policies/ps-105.html to ensure they consult the most recent edition.

STATEMENT ON DIVERSITY AND INCLUSION

The Belk College of Business strives to create an inclusive academic climate in which the dignity of all individuals is respected and maintained. Therefore, we celebrate diversity that includes, but is not limited to ability/disability, age, culture, ethnicity, gender, language, race, religion, sexual orientation, and socioeconomic status.

MGMT 3287 – Managerial Leadership

Note: Class information is printed in regular font, **assignments and exams are in bold font**, and *University information is in italics*.

DATE		TOPIC	TEXT READING
M	8/22	<i>First Day of Classes</i>	
T	8/23	Welcome Review Course Syllabus	
R	8/25	The Law of the Lid	1
M	8/29	<i>Last Day to Add, Drop a Course with No Grade @ 11:59 pm</i>	
T	8/30	The Law of Influence ASSIGN the Leadership Article – Summary AND Find a Proofreading Partner	2
R	9/1	The Law of Process DUE: Send an email to Dr. Kerr with your Proofreading Partner’s name. If you do not have a partner, request one from Dr. Kerr in your email.	3
M	9/5	<i>No Classes and University Closed: Labor Day</i>	
T	9/6	The Law of Navigation	4
R	9/8	The Law of Addition DUE: Send an email to your Proofreading Partner along with a copy of your Leadership Article - Summary by 11:59 p.m. Copy Dr. Kerr on this message.	5
M	9/12	DUE: Reply to your Proofreading Partner with a list of comments and suggestions to improve her or his Leadership Article – Summary. Copy Dr. Kerr on this message.	
T	9/13	The Law of Solid Ground	6
R	9/15	The Law of Respect DUE: Upload your Leadership Article – Summary to the Canvas page by 11:59 pm	7
T	9/20	The Law of Intuition	8
R	9/22	EXAM # 1 – Chapters 1-8; Selected Articles; Class Notes 8/23 to 9/20	
F	9/23	<i>Deadline to Apply for December 2022 Graduation</i>	
T	9/27	The Law of Magnetism	9
R	9/29	The Law of Connection	10
M	10/3	<i>Spring 2023 Schedule of Classes Available on the Web Student Registration Appointment Times Available on the Web</i>	
T	10/4	The Law of The Inner Circle	11
R	10/6	The Law of Empowerment	12
M	10/10	<i>No Classes - Fall Break</i>	
T	10/11	<i>No Classes - Fall Break</i>	
R	10/13	The Law of the Picture	13
F	10/14	<i>Unsatisfactory Mid-Term Grades Due for Fall 2022 by Noon</i>	
T	10/18	The Law of Buy-In	14
R	10/20	EXAM # 2 – Chapters 9-14; Selected Articles; Class Notes 9/27 to 10/18	
F	10/21	<i>Unsatisfactory Mid-Term Grade Notices Emailed to Students for Fall 2022</i>	
M	10/24	<i>Last Day to Withdraw from Course(s); Grade Subject to Withdrawal Policy</i>	
T	10/25	The Law of Victory	15
R	10/27	The Law of the Big Mo	16
M	10/31	<i>Registration for Spring 2023 Begins</i>	
T	11/1	The Law of Priorities	17
R	11/3	The Law of Sacrifice	18
T	11/8	The Law of Timing	19

R	11/10	The Law of Explosive Growth Leadership Training Sessions	20
F	11/11	<i>No Classes – Veterans’ Day</i>	
T	11/15	The Law of Legacy Leadership Training Sessions	21
R	11/17	Leadership Training Sessions	
T	11/22	Leadership Training Sessions	
W	11/23	<i>No Classes – Thanksgiving Break</i>	
R	11/24	<i>No Classes – Thanksgiving Break</i>	
F	11/25	<i>No Classes – Thanksgiving Break</i>	
T	11/29	Leadership Training Sessions	
R	12/1	Leadership Training Sessions	
T	12/6	Course Summary	
W	12/7	<i>Last Day of Classes</i>	
R	12/8	<i>Reading Day</i>	
F	12/9	<i>Final Exams Begin</i>	
T	12/13	EXAM # 3 (Final Exam) – 11:30 a.m. class, Exam begins at 11:00 a.m. Chapters 15-21; Selected Articles; Notes from 10/25 to 12/6	
R	12/15	<i>Final Exams End</i>	
F	12/16	<i>Commencement Summer 2023 Schedule of Classes Available on the Web</i>	
Sat	12/17	<i>Commencement</i>	
M	12/19	<i>Final Grades Due by Noon</i>	