

GROSSMONT COLLEGE

Official Course OutlineADMINISTRATION OF JUSTICE 273 – ORGANIZATIONAL LEADERSHIP

1. <u>Course Number</u>	<u>Course Title</u>	<u>Semester Units</u>	<u>Hours</u>
AOJ 273	Organizational Leadership	2.5	2.5 hours lecture

2. Course Prerequisites

None.

Recommended Preparation

None.

3. Catalog Description

This is one of four courses in the California Public Safety Leadership and Ethics Program. The participant will explore the leadership process and the leader-follower relationship within organizational settings. The influences of organizational culture, values, and contemporary societal issues on leadership effectiveness are examined. The concepts of learning organizations, organizational health, defenses, and change will be explored. Strategies for implementing an organizational vision are studied.

4. Course Objectives

The student will:

- a. Recognize a leader's role and influence in organizations.
- b. Assess symbols of organizational culture and how they influence organizational behavior.
- c. Distinguish the leader's role in shaping and reinforcing organizational values.
- d. Identify the process for developing a successful learning organization.
- e. Assess the process a leader uses to translate vision into action.
- f. Identify the role of a leader in organizational change.
- g. Identify the impact of and obstacles to organizational change.
- h. Describe the concepts of defensive and productive reasoning and their affect on organizational systems.
- i. Identify strategies and skills to decrease organizational defenses.
- j. Identify the indicators of organizational health.
- k. Examine the leader's role in monitoring and maintaining good organizational health.
- l. Analyze the impact of contemporary societal issues on public safety organizations.
- m. Create a personal leadership development plan.

5. Instructional Facilities

Standard classroom.

6. Special Materials Required of Student

None.

7. Course Content

- a. Introduction.
- b. Roles of leaders in organizations.
- c. Organizational culture and leadership.
- d. Shaping and reinforcing organizational values.
- e. Learning organizations.
- f. Leading: vision into action.
- g. Leading transitions.
- h. Overcoming organizational defenses.
- i. Organizational health.
- j. Current issues in organizational leadership.

8. Method of Instruction

- a. Self-assessments and group discussions.
- b. Video case studies and presentations.
- c. Class exercises and activities.

9. Methods of Evaluating Student Performance

- a. Oral and written reports, presentations.
- b. Quizzes, examinations, and a written final exam.
- c. Written assignments.
- d. Class and individual projects.
- e. Participation.

10. Outside Class Assignments

- a. Reading assignments from text.
- b. Journal entries.
- c. Critical assessment of personal philosophies relating to leadership and ethics.

11. Texts

- a. Required Text(s):
 - (1) Phi Theta Kappa Leadership Development Program. To Lead or Not To Lead. Jackson, MS: Phi Theta Kappa, 2001.
 - (2) Hesselbein, Frances. The Leader of the Future. New York, NY: John Wiley & Sons, Inc., 2000.
 - (3) Hartman, Taylor. The Color Code: A New Way to See Yourself, Your Relationships, and Life. New York, NY: Simon & Schuster, 1999.
- b. Recommended texts:
 - (1) Meese, Edwin, and P. J. Ortmeier. Leadership, Ethics, and Policing: Challenges for the 21st Century. Upper Saddle River, NJ: Prentice Hall, 2004.
- c. Supplementary texts and workbooks:

None.

Date approved by the Governing Board: 4/05