



Quarter: Fall 2020

Course Title: Leadership in the New World of Work

Course Code: BUS 262

Instructor: JeanAnn Nichols/Lisen Stromberg

Thursday evenings, 7:00 - 8:30 pm, Oct 1 - Nov 19 (8 sessions)

Course Summary:

In the wake of #MeToo, Covid, and the rise of the multi-generational workforce, a new kind of leadership is required for success. Revolutionary leaders must shift from fostering hierarchical, product-focused, profit-driven, office-based cultures to creating democratic, people-focused, people-driven cultures that empower teams across a myriad of locations. Those who master modern leadership skills will thrive in the new environment and draw the best talent to their teams.

This course is designed for next-gen leaders who are eager to step up and increase their impact. We will focus on the six core facets of Revolutionary Leadership - empathy, humility, resilience, inclusivity, authenticity, and transparency. First, you'll learn the foundations of today's best-in-class workplaces, such as Patagonia, Salesforce and Unilever, including what has changed and why. Next, we'll explore the skills needed to succeed in the new world of work - including agility, collaboration, transparency, and empathy— and help you develop Revolutionary Leadership core competencies.

HOW WILL YOU RISE TO LEAD?

You are being called to be the leader this world needs. This class will give you the insights, tools, and ammunition you need to be a force for change.

Through weekly reflections and practical activities, you will build your unique Revolutionary Leader action plan to evolve your leadership style. Each session will consist of a lecture, discussion, and an exercise on one of the elements. Classes will also include in-depth interviews with industry leaders who embody one or more of the traits of Revolutionary Leadership.

Come prepared to share your challenges and experiences and to learn from one another as you increase your revolutionary leadership impact.

Grade Options and Requirements:

- No Grade Requested (NGR)
 - This is the default option. No work will be required; no credit shall be received; no proof of attendance can be provided.
- Credit/No Credit (CR/NC)
 - Students must attend at least 6 class sessions.
- Letter Grade (A, B, C, D, No Pass)
 - Students must attend at least 6 class sessions, submit their personal leadership log and prepare a 5-minute slide presentation of a leadership trait discussed in class.

**Please Note: If you require proof that you completed a Continuing Studies course for any reason (for example, employer reimbursement), you must choose either the Letter Grade or Credit/No Credit option. Courses taken for NGR will not appear on official transcripts or grade reports.*

Week One: 20th vs 21st Century Leadership

- Tectonic shifts in workplace culture and the leadership needed to succeed
- Introduction to the HEARTI model of Revolutionary Leadership
- Creating your personal Leadership Log with weekly insights and actions
- Homework: Leadership assessment

Week Two: Humility

- The CORE of Revolutionary Leaders
- Building self-awareness, judgement and impact
- Service mindset: Tools to bring it in the workplace
- Guest speaker
- Exercise: Listening skills

Week Three: Empathy

- The PRESENCE of Revolutionary Leaders
- Building compassion, curiosity and mindfulness
- “Tell me more” tools for team building and leadership
- Exercise: Difficult conversations: Say it skillfully

Week Four: Authenticity

- The INSPIRATION of Revolutionary Leaders
- Being purpose-driven, vulnerable and courageous
- Your mission in action: Practical tips for staying true
- Guest speaker
- Exercise: Confidence to Lead

Week Five: Resilience

- The GRIT of Revolutionary Leaders
- Building creativity, sustainability, and agility
- Simple steps to build your growth mindset
- Exercise: Preparing for Peak Performance + Recovery

Week Six: Transparency

- The MESSAGE of Revolutionary Leaders
- Being trustworthy, accountable, candid and congruent
- Five steps for communicating with clarity and consistency
- Guest speaker
- Exercise: Leading through change

Week Seven: Inclusive

- The RESPONSIBILITY of Revolutionary Leaders
- Being collaborative, committed and conscious
- Overcoming scarcity: Tools for strengthening your Abundance mindset
- Homework: Prepare personal Leadership Log and brief Slide presentation

Week Eight: Rules for the Road

- The six stages of growth: HEARTI Leadership in action
- Recognizing Revolutionary Leaders in our environment today
- Student panel: Your stories of Revolutionary Leadership
- Being the change you want to see