



Western

DAN Department of Management
& Organizational Studies

**Faculty of
Social Science**

Fall 2025 Course Syllabus

MOS LS2240F Section – 650

Special Topics in Leadership

Instructor: Jim Dimitropoulos
Office Hours: By Appointment
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1. Course Information:

1.1 Class Location and Time: Asynchronous Online Delivery

1.2 Course Description:

This course is designed to develop the skills and understanding necessary for effective leadership in various settings, from personal development to organizational management

1.3 Senate Regulations

Senate Regulations state, “unless you have either the requisites for this course or written special permission from your Dean to enroll in it, you will be removed from this course and it will be deleted from your record. This decision may not be appealed. You will receive no adjustment to your fees in the event that you are dropped from a course for failing to have the necessary prerequisites.”

2. Course Materials

Textbook: *Hughes, M. (2025). Leadership: Enhancing the Lessons of Experience*

The eBook is available here:

<https://www.mheducation.com/highered/product/Leadership-Enhancing-the-Lessons-of-Experience-Hughes.html?viewOption=student>

Students are responsible for checking the course OWL site (<https://westernu.brightspace.com/>) regularly for news and updates. This is the primary method by which information will be disseminated to all students in the class.

3. Course Objectives and Format

The DAN Department of Management and Organizational Studies as a whole draws upon an evidence-based management approach. Evidence-based management is the systematic process of gathering evidence from multiple sources, critically appraising the evidence, and using that evidence in making and evaluating management decisions to improve organizational performance.

This course is designed to maximize experiential learning. Readings may be expanded upon by way of videos, exercises, cases, and/or your own learning, and reflection. The very nature of the active learning approach demands a high level of preparation and engagement from you.

Excellent organization, planning, and time management are critical to your success in the class. Keeping this in mind, and in accordance with Western University policies, any student who, in the opinion of the instructor, is absent too frequently from the course (generally approaching 25% of course hours) will be warned regarding their unacceptable unaccommodated absences.

3.1 Course format

- Online Asynchronous Delivery: **No Set Class Times**
 - ***Lecture videos will be posted to OWL Brightspace on Monday morning each week***
- Classes begin: September 8, 2025
- Fall Reading Week: Nov 3 – Nov 9, 2025
- Classes end: December 1, 2025

4. Learning Outcomes

This course focuses on developing essential leadership skills, enhancing self-awareness, and fostering the ability to lead effectively in various contexts. Key areas include communication, team collaboration, strategic thinking, conflict resolution, and ethical decision-making.

Specific Learning Outcomes:

- Self-Awareness and Personal Development:
- Communication and Interpersonal Skills:
- Strategic Thinking and Decision-Making:
- Team Leadership and Collaboration:
- Ethical Leadership and Values:

Practical Skills and Application:

These learning outcomes aim to equip individuals with knowledge, skills, and mindset to become effective and impactful leaders in their chosen fields.

5. Evaluation

- *Leadership Profile Paper: 10%*
- *Midterm Exam: 25%*
- *Leadership Strategy Paper: 30%*
- *Final Exam: 35%*

Students are responsible for material covered in the lectures as well as the assigned chapters/sections in the text. Exams will not be returned to students but may be reviewed by contacting your instructor.

General information about missed coursework

Students must familiarize themselves with the *University Policy on Academic Consideration – Undergraduate Students in First Entry Programs* posted on the Academic Calendar:

https://www.uwo.ca/univsec/pdf/academic_policies/appeals/academic_consideration_Sep24.pdf,

This policy does not apply to requests for Academic Consideration submitted for **attempted or completed work**, whether online or in person.

The policy also does not apply to students experiencing longer-term impacts on their academic responsibilities. These students should consult [Accessible Education](#).

For procedures on how to submit Academic Consideration requests, please see the information posted on the Office of the Registrar's webpage:

https://registrar.uwo.ca/academics/academic_considerations/

All requests for Academic Consideration must be made within 48 hours after the assessment date or submission deadline.

All Academic Consideration requests must include supporting documentation; however, recognizing that formal documentation may not be available in some extenuating circumstances, the policy allows students to make one Academic Consideration request **without supporting documentation** in this course. However, the following assessments are excluded from this, and therefore always require formal supporting documentation:

6. Online Lecture Schedule

Week	Dates	Description	Readings and/or Assignments Due
1	Sep 8	<ul style="list-style-type: none">• Introduction• Leadership Defined	Read: Chapter 1
2	Sept 15	<ul style="list-style-type: none">• Leader Development	Read: Chapters 2, 3 Leadership Profile Paper Due
3	Sept 22	<ul style="list-style-type: none">• Power, Influence and Persuasion	Read: Chapter 4
4	Sept 29	<ul style="list-style-type: none">• Being a Good Leader• Women in Leadership	Read: Chapter 5
5	Oct 6	<ul style="list-style-type: none">• Leadership Attributes• Emotional Intelligence	Read: Chapter 6
6	Oct 13	<ul style="list-style-type: none">• Leadership Behaviour• How to Build Credibility• Influencing others	Read: Chapters 7, 8 Midterm Exam Due
7	Oct 20	<ul style="list-style-type: none">• Followership	Read: Chapter 9
8	Oct 27	<ul style="list-style-type: none">• Follower Performance, Effectiveness and Satisfaction	Read: Chapters 10, 11
-	READING WEEK		
9	Nov 10	<ul style="list-style-type: none">• Developing Groups and Teams• 	Read: Chapters 12, 13
10	Nov 17	<ul style="list-style-type: none">• Situational Leadership	Read: Chapter 14 Leadership Strategy Paper Due
11	Nov 24	<ul style="list-style-type: none">• Contingency Theories of Leadership	Read: Chapter 15
12	Dec 1	<ul style="list-style-type: none">• The Dark Side of Leadership	Read: Chapter 17 Final Exam (Date TBD)

7. Student Responsibilities

Students should familiarize themselves with Western University Senate Regulations, please see: http://www.uwo.ca/univsec/academic_policies/index.html.

Material covered in lectures will not always be the same as material covered in the textbook. These two sources should be viewed as complimentary and not redundant. As such, students who want to do well in this course are **strongly encouraged** to attend lectures on a regular basis. Please note that the instructor will not be providing copies of lectures notes or overheads. Therefore, if you miss a lecture, you should try to obtain this material from another student.

7.1 Respect

Please act respectfully towards the classroom, the instructor and your fellow students. Acting respectfully means arriving on time, turning off phones, avoiding private discussions during lectures, refraining from viewing non-course material on your laptops, and cleaning up after yourself. Acting respectfully provides a better learning experience for everyone.

Private in-class discussions are distracting to students and the instructor. If other students are distracting your attention from the material, you should ask them to be quiet. If you feel uncomfortable doing this (or the problem persists), please see your instructor.

Late arrivals are also distracting. Please try to arrive on time for classes.

7.2 Copyright Notice

Lectures and course materials, including power point presentations, outlines, and similar materials, are protected by copyright. You may take notes and make copies of course materials for your own educational use. You may **not** record lectures, reproduce (or allow others to reproduce), post or distribute lecture notes, wiki material, and other course materials publicly and/or for commercial purposes without the written consent of your instructor.

8. E-mail Policies

The following policies apply to all emails between students and the instructor. Please respect the fact that your Instructor receives hundreds of emails from students and must deal with those emails in a fair and organized manner. Unacceptable emails will receive a reply saying only "Please see Email Policies on the course outline".

8.1 UWO.CA Email Addresses Only

For privacy reasons, students must use their Western email accounts to contact their Instructor. The Instructor will not respond to emails from non-uwo.ca addresses (e.g. hotmail.com, gmail.com, etc.).

8.2 Subject Line Must Include Course and Section Number

The subject line of emails must contain the name or number of the course, and the section number in which the student is enrolled. The Instructor teaches different courses and sections and cannot properly respond to questions if they do not know which course or section you are enrolled in.

8.3 Acceptable Emails

- questions about the course content or materials
- asking to set up an appointment to ask questions or review an exam
- notification of illness or other special circumstances
- providing constructive comments or feedback about the course

8.4 Unacceptable Emails

- questions that may be answered on OWL or on this course outline
- asking when grades will be posted
- asking what grade a student received
- asking where or when an exam is scheduled or the material covered on an exam
- requests for grade increases, extra assignments, or reweighting of course components

9. Attendance

It is expected that students will attend all classes. The instructor does not provide access to lecture notes. Students are encouraged to obtain missed lecture notes from a fellow student.

9.1 Short Absences.

If you miss a class due to minor illness or other problems, check your course outlines for information regarding attendance requirements and make sure you are not missing a test or exam. Cover any readings and arrange to borrow the missed lectures notes from a classmate.

9.2 Extended Absences.

If you are absent more than approximately two weeks or if you get too far behind to catch up, you should consider reducing your workload by dropping one or more courses. The Academic Counsellors can help you to consider the alternatives. At your request, they can also keep your instructors informed about your difficulties.

10. University Policy on Cheating and Academic Misconduct

Scholastic offences are taken seriously and students are directed to read the appropriate policy, specifically, the definition of what constitutes a Scholastic Offence, at the following Web site: http://www.uwo.ca/univsec/pdf/academic_policies/appeals/scholastic_discipline_undergrad.pdf

Students are responsible for understanding the nature of and avoiding the occurrence of plagiarism and other academic offenses. Students are urged to read the section on Scholastic Offenses in the Academic Calendar.

Note that such offenses include plagiarism, cheating on an examination, submitting false or fraudulent assignments or credentials, impersonating a candidate, or submitting for credit in any course without the knowledge and approval of the instructor to whom it is submitted, any academic work for which credit has previously been obtained or is being sought in another course in the University or elsewhere. If you are in doubt about whether what you are doing is inappropriate, consult your instructor. A claim that "you didn't know it was wrong" will not be accepted as an excuse.

The use of AI and translation tools in written work beyond a dictionary is not permitted unless permission is granted by the instructor for specific circumstances. Any work submitted must be the work of the student in its entirety unless otherwise disclosed. When used, any such AI or translation tool should be used ethically and responsibly, and students must cite or credit the tools used in line with the expectation to use AI as a tool to learn, not only to produce content.

A copy of guidelines about how to avoid cheating can be obtained from the Office of the Ombudsperson, Room 3135 WSSB, (519) 661-3573, ombuds@uwo.ca.

Cheating on exams will not be tolerated; students are referred to the university policy on scholastic offenses. Looking at the test of another student, allowing another student to view your exam, or obtaining information about a test in advance are all examples of cheating.

Students found cheating will receive a zero (0%) on that exam. A number of safeguards will be employed to discourage cheating. For example, examination supervisors (proctors) of the tests may ask students to

move to another seat during the exam, cover their paper, avert their eyes from other students' papers, remove baseball caps, etc. This is not meant as a personal affront nor as an accusation of cheating, rather as vigilant attempts at proctoring. The penalties for a student guilty of a scholastic offense include refusal of a passing grade in the assignment, refusal of a passing grade in the course, suspension from the University, and expulsion from the University