LDR415 Leading with Cultural Intelligence
(3 credit hours)
Course Syllabus

Course Description

Cultural Intelligence (CQ) is a critical capability for effective leadership in our multicultural, global world. In this course, Students will undertake a journey of self-awareness to explore new ways of thinking about and embracing cultural differences. Using the CQ framework as a guide, students will discover strategies to improve their adaptability, judgment, decision-making, negotiation, trust, and innovation, enabling them to lead more effectively and more authentically in culturally diverse situations.

Course Learning Outcomes

By the end of this course, you will be able to:

1. Deepen their understanding of Cultural Intelligence (CQ) and how it manifests in their personal and professional life.
2. Integrate CQ concepts into their own personal definition(s) of leadership.
3. Evaluate the importance of Culturally Intelligent leadership in a global Economy.
4. Develop strategies to improve their personal capacity across the 4 CQ Capabilities (Drive, Knowledge, Strategy, and Action).
5. Employ culturally appropriate methods to improve effectiveness/ problem solving within a group.

Required Textbook(s) and Resources

For this course, all materials and links to required resources are contained within this online course.

Be sure to also review the weekly **Explore** sections for additional library or web resources. For access to databases, research help, and writing tips, visit the Tiffin University Library.

Time Commitment

Effective time management is possibly the single most critical element to your academic success. To do well in this online class you should plan your time wisely to maximize your

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learning through the completion of readings, discussions, and assignments. Because of our accelerated, seven-week term, TU online courses are designed with the expectation that you dedicate a little over **six (6)** hours per credit hour to course activities and preparation **each week**. For example, for successful completion of a three-credit, seven-week online course you should reserve roughly **twenty (20) hours per week**.

To help plan your time and keep on track toward successful course completion, note the distinctive rhythm of assignment due dates:

1. All times assume Eastern Time (GMT-4).

2. Weeks begin at 12:00 a.m. ET on Monday and end at 11:55 p.m. ET on Sunday.

3. Unless otherwise noted, initial assignments or discussion posts are due by **11:55 p.m. ET** on **Wednesdays.**

4. Additional assignments or follow-up discussion posts are due by **11:55 p.m. ET** on **Saturdays, and**

5. Major assignments and reflections are typically due by **11:55 p.m. ET** on **Sundays.**

Learning Activities

Forums, Discussions, and Resource Sharing Boards

You will participate in weekly discussions to engage with your classmates and the content of the course. The format of the discussions will vary between traditional post and response formats, resource sharing, discussions of current events, and open reflections on activities in the course.

Weekly Journals

Each week, you are expected to write a journal entry reflecting on what you have learned so far in the course, how the material for the week connects, or not, to your past experiences, prior coursework, and how you could see yourself using the information in the future. The weekly journals also provide you an opportunity to ask your instructor any questions you may have with regard to the content, the course as a whole, and beyond.

The format of the weekly journals are up to you to decide. The weekly journals are an informal way of engaging with the instructor, the content, and the course. They can be submitted in writing, in a video or audio file, or as a creative visual representation (flyer, poster, infographic, collage, slide deck, etc.). Weekly journal submissions should be approximately two pages for written submissions, approximately five minutes for audio/video submission, or an equivalent effort and time spent on the assignment for other media (with accompanying short written explanation).

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Reflection Assignments

Because the topics of leadership and cultural competence are ones that require a great deal of internal reflection, structured reflection assignments will be used to assess your understanding of the content, your self-awareness, and your engagement with the learning activities. Reflection assignments will begin with a specific prompt that will need to be addressed using your personal experience, the topics from the course, and your own investigation with outside materials.

Personal Development Plan and Peer Review

The culminating experience of the course requires you to create a personal development plan with regard to your leadership development and your cultural competence journey. Cultural competence is a goal and a journey and it is one at which we will never fully arrive. This is a field where continuous education and diverse experiences will improve your cultural competence. Because of this, you will be expected to create a personal development plan to address areas of growth in your leadership capabilities as well as your cultural awareness, knowledge, and skills. During Week 6, you will exchange a first draft of your personal development plan with a peer and provide constructive feedback on each other's personal development plan. Using this feedback you will submit a final draft for grading during Week 7.

Grading

The chart below identifies the individual contributions from each type of activity, per week.

Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Total
Discussions Activity 1.1 (n/a) Activity 1.2 (25)	**Discussions** Activity 2.1 (30)	**Discussions** Activity 3.1 (30)	**Discussions** Activity 4.1 (30)	**Discussions** Activity 5.1 (30)	**Discussions** Activity 6.1 (30)	**Discussions** Activity 7.1 (30)	**205**
Weekly Journal Activity 1.3 (35)	**Weekly Journal** Activity 2.2 (35)	**Weekly Journal** Activity 3.2 (35)	**Weekly Journal** Activity 4.2 (35)	**Weekly Journal** Activity 5.2 (35)	**Weekly Journal** Activity 6.2 (35)	**Weekly Journal** Activity 7.2 (35)	**245**
Assignments Activity 1.4 (50)	**Assignments** Activity 2.3 (50)	**Assignments** Activity 3.3 (50)	**Assignments** Activity 4.3 (50)	**Assignments** Activity 5.3 (50)	**Assignments** Activity 6.3 (100)	**Assignments** Activity 7.3 (200)	**550**
110	**115**	**115**	**115**	**115**	**165**	**265**	**1000**

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Grading Scale

A: 90-100% | B: 80-89% | C: 70-79% | D: 60-69% | F: <60%

Course Schedule and Weekly Checklist

Start Here

☐ MON: Activity 1.1: Look at Me!

Week 1

☐ WED: Activity 1.2: This Topic and Course Goals - Initial Post

☐ SAT: Activity 1.2: This Topic and Course Goals - Secondary Posts

☐ SUN: Activity 1.3: Week 1 Journal

☐ SUN: Activity 1.4: Reflection - Personal Leadership Philosophy

Week 2

☐ WED: Activity 2.1: Cultural Blunders - Initial Post

☐ SAT: Activity 2.1: Cultural Blunders - Secondary Posts

☐ SUN: Activity 2.2: Week 2 Journal

☐ SUN: Activity 2.3: Reflection - Cultural Competence

Week 3

☐ WED: Activity 3.1: Johari Window Activity and Discussion - Initial Post

☐ SAT: Activity 3.1: Johari Window Activity and Discussion - Secondary Posts

☐ SUN: Activity 3.2: Week 3 Journal

☐ SUN: Activity 3.3: Reflection - Culture and Leadership Style

Week 4

☐ WED: Activity 4.1: Creating A Culture of Inclusion - Initial Post

☐ SAT: Activity 4.1: Creating A Culture of Inclusion - Secondary Posts

☐ SUN: Activity 4.2: Week 4 Journal

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☐ SUN: Activity 4.3: Reflection - Benefits of Having a Global Perspective

Week 5

☐ WED: Activity 5.1: Planning for Multicultural Interactions - Initial Post

☐ SAT: Activity 5.1: Planning for Multicultural Interactions - Secondary Posts

☐ SUN: Activity 5.2: Week 5 Journal

☐ SUN: Activity 5.3: Reflection - Cultural Experience

Week 6

☐ WED: Activity 6.1: Resource Sharing/Network Building - Initial Post

☐ SAT: Activity 6.1: Resource Sharing/Network Building - Secondary Posts

☐ SUN: Activity 6.2: Week 6 Journal

☐ SUN: Activity 6.3: Personal Development Plan/Peer Review

Week 7

☐ WED: Activity 7.1: Reflect on Progress - Initial Post

☐ THU: Activity 7.2: Week 7 Reflection

☐ THU: Activity 7.3: Personal Development Plan

☐ SAT: Activity 7.1: Reflect on Progress - Secondary Posts

Tips for Success

Online learning requires self-discipline and self-direction. As seekers of the truth, we should be willing to challenge one another's academic work in a spirit of respectful comradery. Your course is a place for you to grow as you benefit from the expertise, experience, and diverse perspectives of your instructor and peers. Constructive feedback will challenge you to stretch your own thinking, thereby expanding your knowledge and understanding.

To get the most out of your learning experience, you should actively engage (participate) in **ALL** course activities. Course elements are arranged chronologically. To complete a week, simply work your way "down the page" through all of the course materials and activities.

For More Information:

Be sure to review the <u>Support, Policies, and Procedures</u> addendum.

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