

BDP 306 Fundamentals of Ethical Leadership, Unique #63480
Spring 2009, Tuesdays and Thursdays 11:00 AM – 12:30 PM Room JGB 2.218

Instructor: Geoffrey R. Tumlin, gtumlin@mail.utexas.edu
Office Hours: Tuesdays 1 – 4 PM and by appointment. You are welcome to schedule an appointment with me at a mutually convenient time.
Office Location: SRH 3.215, Phone: 471-7349.

Teaching Assistants:

Kerry Birnbach kerryhb@gmail.com
Office Hours: TBD
Office Location: TBD

Meredith Gray mergray@gmail.com
Office Hours: Wednesdays, 2 pm - 3:30 pm
Office Location: Texas Exes Café (attached to the Texas Exes building, on San Jacinto across the street from the football stadium)

Course Overview

This course will explore central concepts in leadership and ethics. There are four primary sections of the course: (1) Core concepts in ethical leadership, (2) leading yourself and others, (3) the world you will lead in, and (4) sustainable leadership effectiveness. We will discuss and develop foundational concepts of ethical leadership, consider your personal talents and predispositions as they relate to your leadership tendencies, look at the world we live in, and try to discern ways to increase long-term leadership effectiveness.

As the course progresses, we will uncover and discuss some of the difficult decisions that leaders make and explore important topics central to the practice and the process of ethical leadership. We will also spend a portion of our time considering useful leadership skills and trends that inform the practice of leadership.

Our inquiry in both sections will be guided by an all-star team of interdisciplinary scholars and thinkers. Along the way, we will do some thinking of our own and incorporate that into our course. You are going to enjoy this class.

Course Readings

There is a saying that goes: “You are the same, year after year, except for two things: the friends you have made and the books you have read.” With this in mind, we will read from two slim books this semester and have a course reading packet. Don’t let the diversity of the sources scare you; you will find that our assigned reading is informative, important, and comes in respectable portions. Our materials are:

1. *StrengthsFinder 2.0* by Tom Rath. ISBN 978-1-59562-015-6. NOTE: You must **buy this book new** in order to be able to complete the online StrengthsFinder assessment, which is a course requirement. Feel free to purchase

- used versions of the **other** course book, *Simple Truths*, either online or through the University Coop. The *StrengthsFinder 2.0* book is referred to in the course schedule as SF 2.0.
2. *Simple Truths*, second edition, by Kent Nerburn. ISBN 978-1-57731-515-5. Referred to in the course schedule as KN.
 3. Reading packet. We will read selected pieces throughout the course. See course schedule for details. Referred to in the course schedule as RP. Reading packet is available for purchase at Speedway Printing in Dobie Mall. Their website is <http://www.speedwayprinters.com/>.

Although our assignments will be covered in greater detail as we move through the course, here is a brief summary of our course assignments:

Assignment Summary

1. StrengthsFinder Certificate Turn-in:
Due in class (turned in by paper printout not email) on February 5
5 point deduction if turned in late (on paper not email) by February 10
10 point deduction automatically applied after February 10
2. Exam One: 90 points
Held during class on February 26
3. Exam Two: 90 points
Held during class on April 16
4. Optional Cumulative Exam Three: 90 points (see note below)
Held during class on April 30
5. Required Cumulative Final Exam: 120 points (see below)
To be scheduled by the Registrar's Office. TENTATIVELY scheduled for Thursday, May 14, 2009 from 9:00 AM – 12:00 PM.

Optional Cumulative Exam Three

We will have an optional cumulative exam three on April 30. You are not required to take exam three. We are holding exam three as a way to give you an extra opportunity to achieve your personal course goals. The third exam will cover all material presented in the course up to that point. If you decide to take the third exam, you will be allowed to substitute your third exam grade for your lowest grade on exam one OR exam two if your third exam grade is higher than your grade on EITHER exam one or exam two. If your grade on the third exam is lower than your grade on both exam one and exam two, your third exam grade will not be recorded. In other words, taking the third exam will not negatively influence your grade in this course; it can only improve your grade. Of course, you must have taken both exam one and exam two to be eligible to take exam three. You must take both exam one and exam two no matter what you decide to do for exam three.

Required Cumulative Final Exam

A few weeks before the end of the semester, the Registrar will finalize exam times and announce the room locations. We will hold our final exam during the date and

time announced by the Registrar. Please hold Thursday, May 14, 9:00 AM –12:00 PM on your calendar for now. Should the date or time change when the exam schedule is finalized, we will inform you immediately. You are required to take the final exam. The final exam will cover all material presented in the course and is worth 120 points.

Grades

A = 300-270 points

B = 269-240 points

C = 239-210

D = 209-180

F = 179 and below

Class Rules

The Golden Rule is in effect. (“Treat others as you would like to be treated.”)

Students with Disabilities / Academic Accommodations

The University of Texas at Austin provides upon request appropriate academic adjustments for qualified students with disabilities. For more information, contact the Office of the Dean of Students at 471-6259, 471-4641 TTY.

Course Schedule

NOTE: Reading assignments begin with the instruction “Read” and are to be completed by the lesson in which they appear. For example, on January 22 it says ‘Read: From KN chapter “On education and learning”’. This reading assignment should be read *before* the class meeting on January 22. Course sections are in bold italics.

Course Section I: Core Concepts in Ethical Leadership

January 20: Syllabus Overview & Introduction to Ethical Leadership

January 22: The Basics of Ethical Leadership

Read: From KN chapter “On education and learning”

Read: From RP Gardner chapters “The nature of leadership” and “The tasks of leadership”

January 27: Getting into Ethics

Read: From RP McLean & Elkind article “Death of a disgraced energy salesman”

Read: From RP Kidder chapter “Overview: The ethics of right versus right”

January 29: Theories of Leadership I

Read: From RP Tumlins essay “A short primer on scientific theories of leadership”

February 3: Theories of Leadership II

Read: From RP Gardner “The heart of leadership”

February 5: StrengthsFinder 2.0

Read: From SF 2.0 book p. i – 31 (Preface & Part I) and take StrengthsFinder 2.0 online Assessment. *Turn in your SF 2.0 assessment printout at the end of class on February 5.*

Course Section II: Leading Yourself and Others: The Things Leaders Do

February 10: Understanding People I: Motivation

Read: From RP Gardner “Motivation and the triumphant expression of talent” and from RP Gardner “The full expression of human excellence”

February 12: Understanding People II: Emotions, positive

Read: From RP Goleman “The emotional economy”

February 17: Understanding People III: Emotions, negative

Read: From RP Goleman “An instinct for altruism”

February 19: Getting Your Point Across I: Effective Communication

Read: From RP Carnegie chapter “Acquiring the basic skills”

February 24: Review for Exam 1

Catch up on readings as needed

February 26: Exam 1

March 3: Getting Your Point Across II: Technology and Communication Overload

Read: From RP Carr article “Is Google making us stupid?”

Read: From RP Economist article “Home truths about telecoms”

March 5: Stress Management

Read: From RP Gladwell article “The art of failure”

March 10: Leading Change I

Read: From RP Deutschman article “Change or Die”

March 12: Leading Change II

Read: From RP Haidt section “How to change your mind”

Spring Break: March 16 – March 20, 2009

March 24: Situational Engineering: BA FLT 9

Read: from RP Ripley article “How to survive a disaster”

Course Section III: The Context of Your Leadership

March 26: World Demography and Trends I

Read: From RP: Zakaria section from chapter titled “The Cup Runneth Over”

March 31: World Demography and Trends II

Read: From RP Shorto article “No babies?”

April 2: World Demography and Trends III

Read: From Giddens “Introduction” and “Globalisation”

April 7: World Demography and Trends IV

Read: From RP Waite & Howe chapter “The family”

Course Section IV: Sustainable Leadership Effectiveness

April 9: Our Beautiful and Complex Minds I: Tenuous Rationality

Read: From RP Thaler & Sunstein chapter “Biases and blunders”

Read: From RP Economist article “The crowd within”

***April 14: Our Beautiful and Complex Minds II: Creativity & Expertise
and Review for Exam 2***

Read: From RP Lehrer article “The eureka hunt”

Read: From RP Ross article “The expert mind”

Please finish reading all of KN “Simple Truths” book by Exam 2

April 16: Exam 2

April 21: Building Enduring Personal Relationships

Read: From RP Gottman & Silver chapter “How I predict divorce”

April 23: Living Well and Review for Exam 3

Read: Economist article “The maladies of affluence”

Read: Economist articles “Into the sunset” and “Things to look forward to”

Read: From RP Cashion poem “My Stepsister’s Music”

OPTIONAL Reading from RP Economist obituary “Elisabeth Kubler-Ross”

OPTIONAL Reading from RP Pollan introduction “An eater’s manifesto”

OPTIONAL Reading from Epstein chapters “Sleep myths and facts” and “How to get a good night’s sleep”

April 28: Work / Study Day – NO CLASS

April 30: Optional Exam 3

May 5: Sustainable Happiness

Read: From RP Lyubomirsky chapter “The five hows behind sustainable happiness”

May 7: Bringing it all together

Course conceptual summary and review for final exam

Read: From RP Gardner chapter “Personal renewal”

Thursday, May 14, 9:00 AM –12:00 PM: Required cumulative Final Exam

The final exam is TENTATIVELY scheduled Thursday, May 14, 9:00 AM –12:00 PM. Please note that the final exam date and time will not be confirmed from the Registrar’s Office until approximately a month before the end of the semester.