



School of Business and Creative Design

HOSPITALITY AND TOURISM MANAGEMENT PROGRAM

Course Outline – Winter 2014

Course Code: HAT 4033

Course Title: Leadership in Hospitality Management

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Date: June 2012

Revised By: Audrey Sloat

Date: December 2013

Approved By: Yvonne Clarke, Associate Dean

Prerequisite: None

Corequisite: None

Prerequisite for: None

1. Course Description

People-centred, customer-driven industries need inspirational leadership. Students will be introduced to the concept, evolution and practice of leadership in today's organizations. Through the examination of trends, interaction with effective leaders and experiential simulations, learners will develop skills for leadership growth. Students will be required to examine their life plan and develop strategies for their own professional advancement.

2. General Education and Essential Employability Skills

This course provides the following provincial Essential Employability Skills:

- #1: Communication
- #3: Critical Thinking and Problem Solving
- #5: Interpersonal
- #6: Personal

Is this course approved as a General Education course?

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No

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Yes

Students should refer to their program's restricted General Education courses for final determination.

3. Learning Outcomes

Upon successful completion of this course, the learner will be able to:

1. Describe the evolution of leadership theory and influential historical issues
2. Compare and critically evaluate a variety of current leadership theories, traits and approaches
3. Analyze the components of relationships, teams, shared vision and values
4. Develop ongoing personal development strategies and skills that can be adapted to new situations

4. Course Objectives

(The number in brackets at the end of each objective refers to the learning outcome from section 3.)

		<i>Learning Outcome Reference Number</i>
Unit 1	<i>The Evolution of Leadership</i>	
1.1	Examine various definitions of leadership	[1,2,3,4]
1.2	Contrast leadership versus management	[1,2,3,4]
1.3	Explain different leadership roles	[1,3]
1.4	Identify satisfactions and frustrations of leaders	[1,3,4]
1.5	Recognize key historic leaders' characteristics and qualities	[1]
1.6	Compare and contrast past leaders to current leaders	[1,2]
Unit 2	Leadership Theories, Traits and Approaches	
2.1	Identify and define power and coercion	[2,3,4]
2.2	Contrast the trait and skills approaches	[2,4]
2.3	Outline the style approach	[2,4]
2.4	Differentiate contingency and transformational theories	[2,3,4]
2.5	Illustrate servant leadership theory	[2,4]
2.6	Explain the impact of culture on leadership	[2,3,4]
2.7	Examine the concept of leadership as a process	[2]
Unit 3	Relationship-oriented Attitudes, Vision and Values	
3.1	Define the leader's role in the team-based organization	[2,3]
3.2	Identify methods of building community in the workplace	[2,3,4]
3.3	Explain motivation, communication and empowerment	[3,4]
3.4	Recognize the effective traits of group members	[3]
3.5	Integrate influence tactics of leaders with followers	[2,3,4]
3.6	Demonstrate coaching skills	[2,3]
Unit 4	Leadership Development	
4.1	Formulate a plan for the use of evaluation and feedback	[3,4]
4.2	Identify areas for ongoing personal growth and development	[4]
4.3	Build a flexible career development plan	[4]
4.4	Value a plan for life-long learning	[4]
4.5	Identify skills, strengths and successes for adaptation to new situations	[4]

- 4.6 Determine how one's own values and beliefs affect actions and decisions [3,4]

5. Resources and Supplies

a. Required

StrengthsQuest assessment tool and accompanying resources

b. Supplemental

Textbook: Northouse, P. (2013). Leadership: Theory and Practice, 5th Edition. Thousand Oaks, CA.:Sage Publications.

6. Methodology

Teaching methods will include lecture, group discussions, assignments, and quizzes. Students will be required to complete work independently as assigned by the instructor. Case studies, problems and exercises offer students an opportunity to be involved in analyzing actual challenges or situations faced by today's leaders.

7. Student Evaluation

The following elements will determine the student's final grade:

Tests (three tests equally weighted)	65%
Assignments (10 @ 2% each)	20%
Project	15%
Total	100%

The round off mathematical principle will be used. Percentages are converted to letter grades and grade points as follows:

Mark (%)	Grade	Grade Point	Mark	Grade	Grade Point
94-100	A+	4.0	67-69	C+	2.3
87-93	A	3.7	63-66	C	2.0
80-86	A-	3.5	60-62	C-	1.7
77-79	B+	3.2	50-59	D	1.0
73-76	B	3.0	0-49	F	0.0
70-72	B-	2.7			

The passing grade in this course is a D. For further clarification, the student may consult with the Program Coordinator or the Dean.

8. Academic Integrity

Lambton College is committed to high ethical standards in all academic activities within the College, including research, reporting and learning assessment (e.g. tests, lab reports, essays).

The cornerstone of academic integrity and professional reputation is principled conduct. All scholastic and academic activity must be free of all forms of academic dishonesty, including copying, plagiarism and cheating.

Lambton College will not tolerate any academic dishonesty, a position reflected in Lambton College policy. Students should make themselves familiar with the [Students Rights and Responsibilities Policy](#), located on the MyLambton website for details concerning academic dishonesty and the penalties for dishonesty and unethical conduct.

Questions regarding this policy, or requests for additional clarification, should be directed to the [Lambton College Centre for Academic Integrity](#)

9. Related Items

Students with Disabilities

If you are a student with a disability please identify your needs to the professor and/or the Accessibility Centre so that support services can be arranged for you. You can do this by making an appointment at the Accessibility Centre, Room L103 ext.3427 or by arranging a personal interview with the professor to discuss your needs.

Student Rights and Responsibility Policy

Acceptable behaviour in class is established by the instructor and is expected by all students. Any form of harassment or violence will not be tolerated. Action will be taken as outlined in Lambton College policy.

Cheating and plagiarism are serious academic offences subject to disciplinary action. It is the student's responsibility to be aware of the cheating policy as described in the Lambton College Student Rights and Responsibilities policy. For further information on all of these policies, links may be found on the Lambton College website.

Prior Learning Assessment Statement

This course is eligible for Prior Learning Assessment

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Yes

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No

If yes has been selected, you may choose to contact the Counselling Department for advice on Prior Learning Assessment.

Date of Withdrawal without Academic Penalty

Please consult the Academic Regulations and Registrar's published dates.

Waiver of Responsibility

Every attempt has been made to ensure the accuracy of this information as of the date of publication. The content may be modified, without notice, as deemed appropriate by the College.

Note: It is the student's responsibility to retain course outlines for possible future use to support applications for transfer of credit to other educational institutions.

