Cambrian College

School of Business, Creative Industries, and Information Technology
Course Outline

We acknowledge and respect that we are gathered on the traditional lands of the Anishnaabe People of Turtle Island and proudly recognize our local host Atikameksheng Anishnawbek. We also recognize the contributions of Wahnapitae First Nation and the Metis Nation of Ontario.

Course Title	Business Leadership				
Course Code:	ACC1030	Credit Value:	3	Credit Hours:	42
Programs:	ACBU Business Administration - Accounting				
Equivalencies		Prerequisites		Corequisites	

This course may be delivered in a variety of different formats: 100% in-class, 100% online (or a blend of both), videoconferencing, distributed learning or off-campus. Please confirm with your faculty member which format will be used for your section of this course.

General Education Course: ☐   Degree Breadth Course: ☐

Eligible for PLAR: ☑   Research Intensive Course Designation: ☐

Experiential Learning: ☐

COURSE DESCRIPTION

In this course, students will develop comprehensive knowledge of Business Leadership. As change is a constant and organizations are continually evolving to keep up with the world around them, relying on leaders who can adapt and find opportunities through disruption is essential. This course gives a wide range of cutting-edge business topics from diversity to analytics and finds practical ways to add new value to organizations.

Date: _____ June 08, 2023 _____

Approved by: _____

PARVINDER ARORA
Dean, School Of Business, Creative
Industries, And Information Technology

Effective: _____ Fall 2023, Winter 2024, Spring 2024 _____

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RELATIONSHIP TO PROGRAM VOCATIONAL LEARNING OUTCOMES

PROGRAM LEVEL	
This course contributes to your program by allowing you to demonstrate the following vocational learning outcomes:	

Program(s)	Vocational Learning Outcomes
Business Administration - accounting	**Ministry Standards** 1. Contribute to strategic decision-making by applying advanced management accounting concepts. 2. Analyze and evaluate organizational structures and the interdependence of functional areas, and contribute to the development of strategies which positively impact financial performance. 3. Analyze and evaluate an organization's internal control system, taking risk management into account.

COURSE CURRICULUM

Topics/Concepts Covered in This Course

- Leading Performance and Change
- Leading Inclusively
- Data Management and Analytics
- Strategic Thinking
- Decision Making
- Communication and Leadership Presence
- Strategic Negotiations
- Designing for an Interconnected world
- Predicting Success
- Leadership Theories
- Leading for Innovation

COURSE LEVEL: Learning Outcomes and Objectives	
To earn credit for this course, you must reliably demonstrate your ability to:	

Learning Outcome	Objectives
1. Demonstrate why Leading Performance and Change is important to all leaders.	1.1 Recognize how to inspire people and teams. 1.2 Identify strategies to lead through disruption and manage change while driving results within an organization. 1.3 Identify required skills for leading change and accelerating performance. 1.4 Explain the principles of leading change through change management.

Learning Outcome	Objectives
2. Demonstrate the advantages of Leading Inclusively.	2.1 Enhance capacity to lead diverse teams with inclusion and equity – from deliberate reflection to real-world action in an organization. 2.2 Identify the importance of EDI in the workplace. 2.3 Explain how leading for EDI impacts professional identity, career prospects and organizational trajectories. . 2.4 Explain signature traits of inclusive leadership. 2.5 Explain how leading inclusively transform change across the globe
3. Manage Data & Analytics to assist with decision-making, strategy development, and continuous improvement.	3.1 Identify the potential of data analytics in the management of organization. 3.2 Explain the use of Artificial Intelligence in Data Management. 3.3 Explain how data management can be simplified. 3.4 Explain the relationship between data analytics and artificial intelligence.
4. Implement Strategic Thinking & Decision Making to improve organizational performance.	4.1 Define and evaluate position and evidence to plan strategic action. 4.2 Explain how to overcome decision traps and increase decision readiness and confidence. 4.3 Explain the steps in the decision-making process. 4.4 Explain the role of strategic thinking in decision-making process.
5. Demonstrate Leadership Presence through communication.	5.1 Explain leadership presence by identifying and bringing your best self forward. 5.2 Explain the benefits of leadership presence. 5.3 Explain the barriers to communication. 5.4 Identify areas to enhance communication skills, receive coaching feedback, and practice with a peer network of other leaders. 5.5 Explain the relationship between spiritual leadership and the art of coaching.
6. Practice Strategic Negotiations to ensure fiscal responsibility.	6.1 Develop a practical and successful negotiation approach that can be applied anywhere, anytime. 6.2 Compare strategies for negotiation. 6.3 Identify the essential skills and knowledge required for strategic negotiations.

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Learning Outcome	Objectives
7. Designing leadership for an interconnected world including in-person, remote, and hybrid work environments.	7.1 Build a resilient, sustainable organization with contemporary insights on systems design. 7.2 Explain how globalization has interlinked the world. 7.3 Develop leadership skills for an interconnected world. 7.4 Explain the process of changing systems, changing ourselves and moving from our head to our heart as a leader.
8. Predicting financial success, organizational sustainability, and overall performance through various measures.	8.1 Evaluate new product ideas. 8.2 Identify AI and big data to develop customer insights, and predict launch trajectory within unconventional markets. 8.3 Diagnose three classes of futures (what will/could/should happen) and learn to act on emerging trends that relate to a company's long-term success. Practice strategizing how preferred futures could be achieved. 8.4 Examine the shift from a product-centric business model to a customer-centric one, and explore the relationship between market valuation and customer equity.
9. Developing your personal leadership style through the analysis of Leadership theories	9.1 Describe resilience through disruption. Level up leadership capabilities and find inner motivations to lead. 9.2 Explain Leadership Theories. 9.3 Identify intrinsic and extrinsic motivators. . 9.4 Explain the stages of the Leadership Journey. 9.5 Develop a deeper understanding of the relationship between neuropsychology, values, purpose, and leadership.
10. Develop a growth mindset by Leading for Innovation.	10.1 Explore different approaches to innovation, confront some inherent challenges, and devise strategies to overcome them. 10.2 Acquire the skills to defy past thinking – even in examples where innovation has worked in the past – break old habits, and tackle future challenges as an "innovation manager". 10.3 Explain in detail the nature and "shape" of innovation processes. 10.4 Understand innovation as a Darwinian evolutionary process. 10.5 Understand the issue of ambidexterity in organizations. 10.6 Identify some actionable ways you can try to keep your organization innovative.

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Essential Employability Skills

Communication
- communicate clearly in written, spoken, and visual form that fulfills purpose/needs of audience.
- respond to written, spoken, or visual messages in a manner that ensures effective communication.

Numeracy
- not applicable

Critical Thinking and Problem Solving
- apply a systematic approach to solve problems.
- use a variety of thinking skills to anticipate and solve problems.

Information Management
- locate, select, organize, and document information using appropriate technology and info systems.

Interpersonal
- show respect for the diverse opinions, values, belief systems, and contributions of others.
- interact with others in groups in ways that contribute to effective working relationships.

Personal
- manage the use of time and other resources to complete projects.
- take responsibility for one's own actions, decisions, and consequences.

Delivery Method

- Classroom: Course is delivered through scheduled synchronous teaching that may be face-to-face and/or virtual.

Learning Activities

- Lectures
- Class Discussions
- Group Work
- Research
- Presentations
- Guest Speaker(s)
- Reflective Writing
- Role Playing Activities
- In-Class Exercises
- Case Studies

Resources Required

Books

Yukl, *Leadership in Organizations*, 9th, Pearson
ISBN: ISBN-13: 97801356412

Evaluation Plan

Grading Scheme

A	80%	-	100%
B	70%	-	79%
C	60%	-	69%
D	50%	-	59%
F	0%	-	49%

Evaluation Method	Value (%)
Applied Activities (G)	**40%**
Your professor will indicate the number of activities and their worth once the course begins. A minimum of two applied activities will be graded.	
Assignments	**40%**
The professor will indicate the number of assignments and their worth once class begins. A minimum of two assignments will be graded in this course.	
Test/Exam	**20%**
The professor will provide details on the number of tests/quizzes/exams and their worth once the class begins.	

ADDITIONAL INFORMATION

A course outline is the College's commitment to the students. It supports educators, students, employers and other external stakeholders in determining the depth of knowledge and level of performance that a student will be able to demonstrate upon successful completion of a course. Both instructor and student are obligated to follow the content of the course outline. It is your responsibility to meet these outcomes as assigned.

Note: You should maintain a copy of this course outline for your records. You may require this course outline if you seek transfer credits or further studies at other institutions.

Cambrian Email Addresses

All email correspondence with currently registered students must be via the students' College-issued email, as per the College's IT Acceptable Use Policy. Students must familiarize themselves with the IT Acceptable Use Policy, as it outlines the acceptable use of College information systems and technology, and mitigates risks to the College's IT infrastructure.

Bring Your Own Device (BYOD) and Apps Anywhere

Cambrian College is a BYOD institution, which means that students bring the device of their choice that meets program-specific minimum requirements. Program-specific requirements can be viewed in the "Plan Your Future" section on program web pages. AppsAnywhere is an easy-to-use app store-like platform providing students a way to access their College apps and software on demand, anywhere, anytime both on and off campus.

These both enrich the student learning experience in and out of the classroom, while providing maximum flexibility.

Policies

It is the student's responsibility to be aware of the College's Academic Policies. The Academic Policies apply to all applicants to Cambrian and all current students enrolled in any program or course offered by Cambrian, in any location. Academic policies, procedures, and forms can be found on the Cambrian website.

Academic and Student Services

Cambrian has a variety of student and academic services to support students during their academic journey at the College.

- Academic Success Advisors
- Bookstore and Campus Store
- Cambrian International
- Cambrian Pride Centre
- Career Centre
- Enrolment Centre

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- First Step Centre
- Glenn Crombie Centre for Accessibility, Counselling, and Wellness (GCC)
- Library and Learning Commons
- Pathways
- Scholarships and Bursaries
- Student Government
- Student Health
- Student Life Centre
- Test Centre
- The Learning Centre [Tutoring Services]
- Wabnode Centre for Indigenous Services
- Women's Resource Centre

Copyright

Copyright is the exclusive legal right given to a creator to reproduce, publish, sell, or distribute his/her work. All members of the Cambrian community are required to comply with Canadian copyright law, which governs the reproduction, use and distribution of copyrighted materials. This means that the copying, use and distribution of copyright-protected materials, regardless of format, are subject to certain limits and restrictions. For example, photocopying or scanning an entire textbook is prohibited, nor is uploading class materials to course sharing sites.

See the Cambrian Library website for additional information regarding copyright and for details on allowable limits.

Audio/Visual Capture

Sounds and images from this class, and contributions made by a participant, virtually or in-person, are recorded under the authority of the Ontario Colleges of Applied Arts and Technology Act, 2002. The main purpose of these recordings is to allow students enrolled in the course to review content and engage in activities, whether they attend any given class in person, virtually, or at all. Class recordings are for personal use only and shall not be shared or transferred. Faculty may also review these recordings to prepare for future classes, evaluate students, collaborate in program reviews, or provide feedback to faculty and/or students. Any questions about the use of multimedia recordings may be addressed to your respective Dean.

Equity, Diversity, and Inclusivity

Cambrian is committed to building and preserving an equitable, diverse, and inclusive learning community where students, faculty, and staff may achieve their full potential in an environment characterized by equality of respect and opportunity. All students and employees have the right to live and work in an environment that is free from discrimination and harassment. Therefore, Cambrian College will not tolerate any form of discrimination or harassment in its employment, education, accommodation, or business dealings. For more information, please visit: Equity, Human Rights, and Accessibility.

Prior Learning Assessment and Recognition (PLAR)

Students wishing to have work or life experience that meets course learning outcomes considered for credit through Prior Learning Assessment and Recognition should contact the Pathways Office.

Transfer Credit

Students wishing to have courses from other programs or institutions assessed for equivalency and/or transfer credit should visit the Transfer Credits page on the Cambrian website. The student should maintain a copy of this course outline for their records. Students may require this course outline if seeking transfer credits or further studies at other institutions.

Test Proctoring at Cambrian

Many courses include major tests and/or final exams. The practice at Cambrian requires that these types of test situations involve proctoring to ensure academic integrity. Online tests/exams may employ a proctoring services to enable you to take your exam from a location of your choosing within a period specified by your instructor. When you are taking an online test/exam, the proctoring service may capture your video, screen, audio, and web surfing

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data to protect academic integrity. Cambrian College collects, uses, discloses, and retains personal information in compliance with the Freedom of Information and Protection of Privacy Act (FIPPA). Your personal information is being collected under the authority of the Ontario Colleges of Applied Arts and Technology Act S.O. 2002, c.8, Sched. F. This information will be used for the purpose of administering a test/exam through an online proctoring service acting as an authorized agent of the College. Please refer to Cambrian's Official Student Records Policy for more details. If you have any questions regarding the collection of your personal information, please contact Vice President Academic, Cambrian College, 1400 Barry Downe Rd., Sudbury ON P3A 3V8, 1-705-566-8101 ext. 6245.

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