

# LEADERSHIP AND DIVERSITY

Rutgers University School of Public Affairs & Administration  
Adjunct Professor: Hon. Tiffany M. Williams, Administrative Law Judge  
Fall Semester 2015  
Mondays 5:30pm - 8:10pm  
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Office Hours By Appointment Only

*We are what we repeatedly do. Excellence, then, is not an act, but a habit.  
Aristotle*

## **Course Overview & Objectives:**

Leading effectively in a diverse environment is paramount in modern global organizational culture.

Students will gain a solid understanding of:

- leadership fundamentals
- individual leadership style
- ethical considerations in leading others
- strategies to lead in a diverse environment
- sensitivity to the importance of building a diverse leadership team
- raised awareness of unique issues facing diverse populations in the workplace
- strategy to develop and implement a personal leadership development plan
- oral and written presentation skills
- networking with and mentoring opportunities from current leaders

## **Required Readings:**

Leadership 101, John Maxwell

How Successful People Lead, John Maxwell

Additional readings to be distributed weekly on Blackboard or via web links.

## **Recommended Optional Readings:**

Lean In, Sheryl Sandberg

How Great Women Lead, Bonnie St. John

Expect To Win, Carla Harris

Outliers, Malcolm Gladwell

The recommended optional readings are purely for your development as a leader and represent recommendations for building your leadership library. Reading during the course of the semester will also enhance the classroom application experience.

**Academic Requirements:**

- Class participation (including attendance, leadership demeanor and presentation) 15%
- Weekly leadership self-assessment 15%
- Mid-term group presentations (leadership profiles) 20%
- Final paper 30%
- Final presentation 20%

Final paper will consist of a leadership profile of a living leader that each student will contact, interview and evaluate based on criteria to be distributed.

Final presentation will consist of a group assignment to coordinate a Leadership & Diversity Roundtable educational event with several guest speakers, open to the academic community for attendance. Students will participate in soliciting and securing speakers, drafting a program, moderating the discussion, promoting the event, inviting attendees and evaluating the effort.

**Course Components:**

Leadership Fundamentals  
The 12 Laws of Leadership  
Leading In A Diverse Environment  
The Ethical Leader  
Leading in Government  
The Corporate Leader  
Personal Leadership Development  
Leadership in Action

Course material will be presented spanning each core component by use of leadership profiles, review and discussion of articles, leadership mastermind sessions, guest speakers and video clips. Each week, students will complete a leadership self-assessment based on the leadership principles discussed in the core components.

Class will be highly interactive and a leadership environment will be honored. Students are encouraged to present themselves in class as a leader--in thought, word, deed, demeanor and attire.

**Academic Integrity:**

The highest degree of personal integrity and excellence is expected. Course participants should arrive on time for class and attend every class. No late assignments will be accepted and no extensions granted except in the case of a medical emergency.