

## **EMIA 2500C – Leadership Traits - Get a skin in the game**

<b>School:</b>	<b>Academy of Interdisciplinary Studies</b>
<b>Subject Area:</b>	<b>Emerging Interdisciplinary Areas</b>
<b>Course Credit:</b>	<b>1</b>
<b>Instructor:</b>	<b>CHUN Daniel</b>
<b>Pre-requisite/co-requisite:</b>	<b>Nil</b>

### **Notes:**

- The syllabi provided here is for reference only and may be subject to changes and adjustments as determined by the course instructors.

## EMIA2500C Syllabus

### EMIA2500C - Leadership Traits – Get a skin in the game

(Summer 2024/2025)

<b>Course code:</b>	EMIA2500C
<b>Course title:</b>	Special Topic - Leadership Traits – Get a skin in the game
<b>Abbreviated title:</b>	Leadership Traits
<b>Course instructor:</b>	Dr. Daniel Chun
<b>Target students:</b>	UG Year 1-4 students, PG students
<b>Credit:</b>	1-Credit
<b>Class quota:</b>	40
<b>Classroom:</b>	Room 2302 (Lift 17-18)
<b>Grading requirement:</b>	Letter grades

**Instructor:** Dr. Daniel Chun, djychun@ust.hk , Rm 4374 Ext 2950

#### Course Description

This course begins with a comprehensive introduction to the fundamental concepts of leadership traits, exploring the essential characteristics that distinguish effective leaders from their peers. The curriculum is structured around two primary themes: Positive Leadership Traits and Negative Leadership Traits. Participants will engage in focused discussions and interactive activities that highlight specific traits such as emotional intelligence, resilience, integrity, and adaptability, as well as negative traits like micromanagement and narcissism. To enrich the learning experience, guest speakers—successful leaders from various industries—will share their personal journeys and insights into how they have navigated both positive and negative leadership traits in their careers. Additionally, participants will analyze real-world case studies of leadership in action, fostering a deeper understanding of the impact of these traits on organizational culture and team dynamics. The course culminates in a final assessment where participants will apply their knowledge by analyzing a leadership case study. This essay will require them to critically evaluate the traits exhibited by the leader(s) involved and provide recommendations for enhancing positive attributes while addressing any negative tendencies.

#### Short Description

This course empowers participants with a comprehensive understanding of effective leadership traits while providing practical tools for personal development. By fostering self-awareness and critical thinking, learners will be better prepared to lead with integrity and influence in their professional environments. By the end of the course, participants will be equipped to identify key leadership traits, apply them in real-world scenarios, and develop a personal action plan for their leadership journey.

#### Teaching and Learning Activities

This 4-week course features interactive sessions that blend face-to-face lectures with insights from well-known leaders and industry organisations on effective leadership traits - focusing on specific positive and negative traits, supported by case studies illustrating their real-world impact.

Participants will engage in both workshops and online discussion designed to enhance their emotional intelligence, resilience, and communication skills—essential components of effective leadership. Group discussions online will promote peer learning and reflection on personal leadership styles. The course culminates in a final assessment where participants analyze a case study of a leader or organization, applying learned concepts to provide actionable recommendations for improvement.

### Rationale

In today's complex and interconnected world, effective leadership is crucial for organizational success and positive workplace environments. This course equips participants with a solid foundation in identifying and cultivating essential leadership traits, emphasizing emotional intelligence and resilience while addressing the impact of both positive and negative traits. Through discussions, case studies, and insights from guest speakers, learners will explore how these traits influence team dynamics and organizational outcomes. The course also aims to develop socially responsible leaders capable of navigating ethical dilemmas and promoting inclusivity. Participants will critically evaluate their leadership styles' effects on team performance and culture, preparing them to lead with integrity. By integrating theoretical knowledge with practical applications, this course enhances core leadership competencies and prepares participants to face today's challenges while fostering sustainable practices within their organizations.

### Course Intended Learning Outcomes

On successful completion of the course, students will be able to:

CILO 1	To acquire a comprehensive understanding of both positive and negative leadership traits and their impact on individual and organizational effectiveness.
CILO 2	To demonstrate the ability to identify and analyze key leadership traits through case studies of successful and unsuccessful leaders in various contexts.
CILO 3	To apply knowledge of leadership traits to develop personal action plans that enhance positive attributes and mitigate negative tendencies in one's own leadership style.
CILO 4	To critically evaluate the influence of leadership traits on team dynamics, organizational culture, and overall performance, considering both opportunities and challenges
CILO 5	To engage in reflective practices and group discussions that foster collaborative learning and promote the development of socially responsible leadership skills.

### Planned Assessment & Weightings:

Students' grade will be determined based on their attendance and contribution to class discussions, online quiz, a reflection report, a group project presentation and an individual final essay.

<b>Attendance</b> - Active participation in all sessions is essential for collaborative learning and engagement with course materials.	10%
<b>Participation in discussions</b> - Engagement in both online and in-person discussions will be assessed based on contributions to dialogues about leadership traits, sharing of personal experiences, and insights from case studies.	15%
<b>Online Quiz</b> - One quiz which assess understanding of key concepts related to positive and negative leadership traits covered in Weeks 2-5. These quizzes will include multiple-choice and short-answer questions.	15%

<b>Mid-Term Assessment</b> - Individual reflection report of about 800 words will require students to analyze their own leadership styles, identify personal strengths and weaknesses, and discuss how they plan to enhance positive traits while mitigating negative ones.	15%
<b>Group Presentation</b> - Students will work in groups (max of 3) in a group to present a case study analysis of a leader or organization, focusing on the leadership traits exhibited. A 6-min video recorded presentations will be used and submission on Canvas - should highlight key findings and recommendations for effective leadership practices.	20%
<b>Individual Essay</b> - A reflection essay (1,500 words) analyzing a selected case study of a leader or organization. The essay should evaluate the positive and negative leadership traits demonstrated, provide actionable recommendations for improvement, and reflect on the implications for organizational success. This assessment structure balances individual reflection with collaborative learning, ensuring that participants not only gain theoretical knowledge but also apply it in practical contexts.	25%

## Reference

Chin, J. L., Trimble, J. E., & Garcia, J. E. (Eds.). (2017). *Global and culturally diverse leaders and leadership: New dimensions and challenges for business, education and society*. Emerald Group Publishing.

Chun, D. J. Y., Nabsiah, W. A., & Tan, C. L. (2022). Successful collaboration between smart city consortium and Hong Kong Government in Covid-19 dashboard: the case of leadership in practice. *International Journal of Organizational Analysis*, 30(5), 1172-1187.

DeKrey, S. J., Messick, D. M., & Anderson, C. (Eds.). (2007). *Leadership Experiences in Asia: Insights and Inspirations from 20 Innovators*. John Wiley & Sons.

Den Hartog, D. N., House, R. J., Hanges, P. J., Ruiz-Quintanilla, S. A., Dorfman, P. W., Abdalla, I. A., ... & Zhou, J. (1999). Culture specific and cross-culturally generalizable implicit leadership theories: Are attributes of charismatic/transformational leadership universally endorsed?. *The leadership quarterly*, 10(2), 219-256.

Russell, R. F., & Stone, A. G. (2002). A review of servant leadership attributes: Developing a practical model. *Leadership & organization development journal*, 23(3), 145-157.

Spain, S. M. (2019). *Leadership, work, and the dark side of personality*. Academic Press.

Zaccaro, S. J., Kemp, C., & Bader, P. (2004). Leader traits and attributes. *The nature of leadership*, 101, 124.

## Course Outline

Session	Topics	Briefly outline what this topic will cover (Include reading assignments if available)	Indicate which course ILOs this topic is related to (Write CILO-1, CILO-2, etc.)
1	Introduction to Leadership Traits (Jun 17, Tues, 10-12)	- Definition of Leadership Traits - Overview of Positive vs. Negative Traits  Online Discussion	CILO 1, CILO 2, CILO 3,
2	Leadership team building (Jun 19, Thur, 10-12)	-Tutorial on leadership actions – with team building and leadership activities. Guest speaker # 1 from the industry.  Online Quiz# 1 (5%), Online Discussion	CILO 1, CILO2, CILO 3

<b>3</b>	Leadership Traits & Attributes  (Jun 24, Tues, 10-12)	- Deep Dive into leadership traits – positive and negative leadership attributes  Online Quiz# 2 (5%), Online Discussion	CILO 1, CILO 2, CILO3,
<b>4</b>	Case study on positive / negative leadership traits  (Jun 26, Thur, 10-12)	-Tutorial, discussions, roleplay of some case studies of successful leaders in recent history and identifying action strategies self-development.  Online discussion Mid-term reflection report (15%) Due Friday Jun 27 <sup>th</sup>	CILO 2, CILO3, CILO 4
<b>5</b>	Strategies for mitigating negative traits  (Jul 3, Thur, 10-12)	- Explore the importance of resilience and grit as leadership traits - Adaptability in changing environments to achieve good balance within an enterprise.  Quiz # 3 (5%), Online Discussion	CILO 2, CILO3, CILO 4
<b>6</b>	Leading in turbulent times  (Jul 8, Tues, 10-12)	Tutorial with roleplay on feedback mechanisms for leadership self-awareness and reflection. Final tutorial for preparing reflection essay / video for final assessment / video  Group presentation video submission (20%) Due on Jul 12 <sup>th</sup> midnight  Online discussion	CILO 2, CILO3, CILO 4, CILO 5
<b>7</b>	Leadership talk  (Jul 10, Thur, 11-12)	Final lecture with guest speaker # 2. Housekeeping / Debriefing on final group presentation in video for submission on canvas.	CILO1, CILO 5