

APS1011H Concepts and Applications of Authentic Leadership

Course Designed by: Nick Evans and Mike Farley

Course Description:

This course is aimed at helping engineering students to combine their knowledge and practical skills with their natural authentic leadership in order to create meaningful work and vibrant lives for themselves, their communities, and society.

This course challenges the notion that leadership is a prescribed set of behaviours and allows students to explore their own authentic leadership. The exploration works with students to uncover 'Who Am I', 'What Am I Fundamentally About' and 'How Do I Show Up' to create the experiences and relationships that I want in my life & work. Students will be provided with a number of tools and models to understand their own behaviour, patterns, and stories.

In the second half of the course students will learn an authentic teaming approach to co-creating meaningful change. Students will identify inspiring possibilities, work through core challenges, and create integrated solutions together as change agents for a vibrant future.

Learning Objectives

1. Students will be able to articulate the core foundations of their own authentic leadership including who they are, what they are about and how they show up.
2. Students will become more consciously aware of how to create the experiences & relationships they truly want.
3. Students will learn an authentic teaming approach that enables them to get grounded with themselves, get connected with each other, and get creative in their work together.
4. Students will demonstrate the skills to create conversations to support thriving together.
5. Students will be able to co-create integrated solutions that will deliver sustainable growth for individuals, groups, and society.

Instructors

Nick G. Evans is the Principal at Dialogue*C Inc, and focuses on executive coaching, leadership development & authentic teaming.

Michael E. Farley is a Founder of Pursuit Development Labs Inc., and focuses on authentic leadership development and resourcing people for authentic teaming.

Student Evaluation

1. Class Participation

Weekly in-class contributions and two one-page written contributions will be evaluated on depth and insight. Students will have the option to put more weight on the in-class verbal or on the written contributions. **15% of your final grade**

2. Written Assignment and Presentation – ‘My Authentic Leadership’

Students will be asked to write an essay about their own authentic leadership. As part of the process students will also be asked to share, in small groups, elements of their summary. Content will be generated from the in-class workshop material. **30% of your final grade**

3. Short Paper on Creating Conversations to Support Thriving Together

Students will participate in a lecture on creating open authentic dialogues through perspective sharing, asking coaching questions and providing feedback that creates mutual learning. The paper will require the students to practice applying these concepts in their day to day conversations, reflecting on the experiences and capturing their learning. **15% of your final grade**

4. Final Assignment – ‘Co-Creation of Meaningful Change’

The final assessment will be the application of the course material on co-creating positive change. Students will share their passions for changes in their community and be challenged to develop possible strategies for the future. Individuals will form their own groups within the class based on common intent, and as a team will co-create an inspired integrated solution. Grades will reflect the quality of the thinking as captured in the class presentation and their individual paper. **40% of your final grade (20% on group presentation, 20% on individual report)**

Part 1 Who Am I? My Authentic Leadership

Class #	Topics Covered	Pedagogy	Objectives	Next Week's & Assignments
Week 1 Sep 10	<p>Introductions</p> <p>Creating My Experiences</p> <p>Course Overview</p>	<p>Discussion</p> <p>Key Concepts</p> <p>Explanation</p>	<ul style="list-style-type: none"> To set the intentions To explore how we consciously create experiences, relationships, and work, life & career Review Course Objectives and philosophy 	<p>Values pre-work done online. Go to www.unleashingmeaningfulwork.com Login in with your email address and the password pursuit. Print out and bring your pre-work to next class.</p>
Week 2 Sep 17	Pursuit Values System	<p>Discussion</p> <p>Framework for self reflection</p>	<ul style="list-style-type: none"> To uncover my underlying values and how they guide my choices and actions Start understanding my Values System using the Tracking My Experience Tool 	<p>Complete Part 1 Tracking My Experiences Tool</p> <p>Values two pager due next week</p>
Week 3 Sep 24	My Purpose	<p>Discussion</p> <p>Framework for self reflection</p>	<ul style="list-style-type: none"> Meaningful Experiences Result Value & Meaningfulness To dramatically expand my sense of my own leadership and its relationship to my purpose. 	Purpose Statement one pager due next week
Week 4 Oct 1	My Presence	<p>Discussion</p> <p>Framework for self reflection</p>	<ul style="list-style-type: none"> My World View – React and Respond My Proactive Stand – How I show up Share My Presence 	<p>Complete Part 2 Tracking of My Experiences Tool</p> <p>Next Class 6, bring 'My Authentic Leadership Snapshot'</p>
Week 5 Oct 8	No class Canadian Thanksgiving			
Week 6 Oct 15	Owning, being and expressing my authentic leadership	3 Experiential Dialogues	<ul style="list-style-type: none"> 3 Orientations Survive, Strive and Thrive Articulating my leadership to others and gaining the opportunity to receive perspective from others Being our values and purpose Regaining alignment when not being me 	My Authentic Leadership Paper Due Oct 29 including print out of one page snapshot of Your Authentic Leadership

Part 2 How Do We Co-Create Meaningful Change Together?

Class #	Topics Covered	Pedagogy	Objectives	Next Week's & Assignments
Week 7 Oct 22	Areas of Interest	Concept Group Exploration	<ul style="list-style-type: none"> • My World View Reconnect • What is building your energy and burning your energy about living in Toronto? • What do I have passion for? What is the positive change that I want to create? What kind of work will I find meaningful? 	Next class bring: <ol style="list-style-type: none"> 1. Passion areas 2. Print out of 'My Authentic Leadership Snapshot'
Week 8 Oct 29	Teaming - Getting Grounded & Connected	Experiencing Team Concepts in Groups	<ul style="list-style-type: none"> • Reflection on previous "Team" experiences • Introduce Authentic Teaming – Get Grounded, Get Connected • Begin integrating solutions on fillable work page 	Make notes on their Teaming Experience
Week 9 Nov 5	Teaming – Getting Creative	Experiencing Team Concepts in Groups	<ul style="list-style-type: none"> • Bringing together our initial ideas into a rough integrated solution. • Identify our barriers & challenges & setting our core creative challenge 	Make notes on their Teaming Experience Bringing their ideas to the next Team Meeting
Week 10 Nov 12	Building Our Integrated Solution	Group Work Practice	<ul style="list-style-type: none"> • How to build on the inspirational ideas in a solution for greater impact. • How to see & collectively address gaps to strengthen the solution and the solution experience. • Introduce SBI and providing positive feedback within the team 	Groups to assign individual pre-work for week 12 Initiating Conversations Based on Feedback assignment due Nov 26
Week 11 Nov 19	Conversations to Support Thriving Together	Concept Lecture Practice	<ul style="list-style-type: none"> • Creating open, authentic dialogues to thrive, together. • Coaching as an approach to guiding others • Practice S B I Model to create mutual learning 	
Week 12 Nov 26	Preparing our Community Presentations	Group Work Practice	<ul style="list-style-type: none"> • How to build on the inspirational ideas in a solution for greater impact. • How to see & collectively address gaps to strengthen the solution and the solution experience. • Coaching practice • Providing feedback within the team 	Hand in Initiating Conversations Based on Feedback assignment Presentation preparation
Week 13 Dec 3	Community Presentations	Student Presentations	<ul style="list-style-type: none"> • Team Presentations 	Email your final paper by...