

AEC 3413 (10223 & 22566)

Working with People: Interpersonal Leadership
Agricultural Education and Communication

Course Instructor:

Dr.Carolynn Komanski

152 Main Housing Office (13th/Museum Rd)

Campus Map: <http://campusmap.ufl.edu/#/index/0753>



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Office Hours: By appointment

Course Time and Location:

Web Course via Canvas/E-Learning

Course assignments and homework are posted and due primarily on Monday, Wednesday, and Friday

Course Description:

Interpersonal leadership is a journey of self-discovery. The course is designed to provide you with an opportunity to explore your personal leadership potential. Using a variety of self-assessments and reflection, students will identify personal motivators, ethics, values and vision. The class uses the Strength Finder to provide a base for personal growth and development. Leadership development from an individual perspective is highlighted. Interpersonal competencies are explored.

“While scholars may disagree on the origins of leadership, there’s a strong consensus that leaders must be interpersonally competent. You must be able to listen, take advice, lose arguments, and follow, and you must be able to develop the trust and respect of others; otherwise, you can’t lead.” Kouzes and Posner, Leadership Challenge, p. 337

Course Objectives:

1. Become aware of, apply, and reflect upon personal leadership capacities through self-assessments and experiential learning,
2. Synthesize course material in developing a personal leadership learning statement,
3. Identify and develop your personal powers through a personal growth project,
4. Create a personal leadership vision, which reflects personal values,
5. Identify ways to integrate personal leadership in interpersonal relationships.

Course Textbooks Required:

George, B. (2007). True North. San Francisco, CA: Jossey-Bass.

Course Reserves (UF Libraries) via Canvas

E-Learning:

All students are expected to check E-Learning (<https://ufl.instructure.com/>) on a regular basis. Please ensure that you have access to this service. Additional handouts, readings and supplemental material will be housed on E-Learning, this includes your grades.

This syllabus is subject to change at the discretion of the instructor.

Leadership is not about titles,
positions or flowcharts. It is about
one life influencing another.

John C. Maxwell

Course Expectations:

First and foremost, this class should be fun and enjoyable! With that, this is an interactive class with a high level of student engagement – you must participate. This course is pragmatic in its approach and it is one that you will find useful in your future contacts and work with people.

Attendance and participation is mandatory and will be recorded through Canvas; however, it is up to you to attend and actively participate in class and make the most of it. There will be no late assignments allowed that are unexcused. All assignments are due by the date listed in the syllabus and course outline. Following an excused absence students may turn in late work without penalty within 3 business days of the absence. For non-university excused absences, late work will be accepted up to 3 class days past the due date and will be penalized 10%/day.

Crucial Conversations and Feedback Expectations:

I will provide you feedback and have thought provoking conversations throughout this course. It is an expectation that you ask questions, inquire for further understanding, and share your thoughts in a respectful manner. This is learning environment. To become a strong leader and learn about yourself we must provide grace through understanding. If your expectations are not being met for the course or you would like us to do something differently do not wait until the end of the semester. Share that as soon as possible as we can often adapt to improve the course and learning experience for everyone.

Academic Integrity:

UF students are bound by The Honor Pledge which states, ***“We, the members of the University of Florida community, pledge to hold ourselves and our peers to the highest standards of honor and integrity by abiding by the Honor Code.”***

On all work submitted for credit by students at the University of Florida, the following pledge is either required or implied: ***“On my honor, I have neither given nor received unauthorized aid in doing this assignment.”***

The Honor Code (<https://www.dso.ufl.edu/sccr/process/student-conducthonor-code/>) specifies a number of behaviors that are in violation of this code and the possible sanctions. Furthermore, you are obligated to report any condition that facilitates academic misconduct to appropriate personnel. If you have any questions or concerns, please consult with the instructor in this class.

It is assumed all work will be completed independently unless the assignment is defined as a group project, in writing by the instructor.

This includes plagiarism, shared work, and documentation of references used on all assignment submitted. As your instructor, I expect you to uphold this. If you have questions as to what dictates plagiarism or would like tools to assist you, please see your Teaching Assistant. Students should report any condition that facilitates dishonesty to the instructor, department chair, college dean or Student Honor Court.

This policy will be vigorously upheld at all times in this course.

Software Use: All faculty, staff and students of the university are required and expected to obey the laws and legal agreements governing software use. Failure to do so can lead to monetary damages and/or criminal penalties for the individual violator. Because such violations are also against university policies and rules, disciplinary action will be taken as appropriate.

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Campus Helping Resources: Students experiencing crises or personal problems that interfere with their general well-being are encouraged to utilize the one of the following resources or inform their faculty member of how we can help support your success.

- *U Matter, We Care* www.umatter.ufl.edu/
- *Counseling and Wellness Center* <https://counseling.ufl.edu/>
- *University Writing Program* <https://writing.ufl.edu/writing-studio/>
- *Teaching and Tutoring Center* <https://teachingcenter.ufl.edu/tutoring/tutoring-schedule/>
- *Career Connections Center*, <https://career.ufl.edu/>

Students with Accommodations: <https://drc.dso.ufl.edu/>

The Disability Resource Center (DRC) coordinates the needed accommodations of students with disabilities. This includes registering disabilities, recommending academic accommodations within the classroom, accessing special adaptive computer equipment, providing interpretation services and mediating faculty-student disability related issues. Please provide documentation within the first week of classes. It may not be possible to be retroactive with accommodations for this course.

Grade Breakdown: Please note grades are based on points not percentages.

Assignment	Due Date	Points Available	Points Earned
Passport to Leadership	8/31	20	_____
MBTI Assessment	9/7	35	_____
Resilience Assessment Questionnaire RAQ	9/28	35	_____
Assessment 1	10/5	60	_____
Values Statement	10/19	40	_____
KAI Assessment	10/26	35	_____
Assessment 2	11/2	60	_____
Personal Vision Statement	11/9	40	_____
Personal Leadership Development Plan	11/23	100	_____
Assessment 3	11/30	60	_____
Discussions	Weekly		_____
TOTAL POINTS			_____

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Course Outline:

Week	Date	Topic	Readings	Assignments Due
1	8/22-8/24	Syllabus & Course Expectations Introductions	Introduction and Ch. 1	
2	8/27-8/31	Storytelling Authentic Leadership & True North	Chapter 2	Passport to Leadership
3	9/3-9/7	Listening From "I" to "We" and Emotional Intelligence & EQ	Chapter 3 Supplement	MBTI Assessment
4	9/10-9/14	Communication Knowing Your Authentic Self Personality Types	Chapter 4 Supplement	
5	9/17-9/21	Decision Making	Supplement	
6	9/24-9/28	Self-Awareness	Supplement	Resilience Assessment
7	10/1-10/5	Empathy Assessment #1	Handout	
8	10/8-10/12	Motivation Values, Goals and Potential	Chapter 5 Supplement	
9	10/15-10/19	Self-Regulation. Motivation to Lead Leaders in the Spotlight	Chapter 6	Values Statement
10	10/22-10/26	Social Awareness	Handout	KAI Assessment
11	10/29-11/2	Group Dynamics I Assessment #2	Handout	
12	11/5-11/9	Group Dynamics II Finding your Purpose and Passion Personal Vision	Chapter 9 Supplement	Personal Vision Statement
13	11/12-11/16	Community Who Modeled the Way for You? Empowering Others	In-class Chapter 10	
14	11/19-11/23	THANKSGIVING Honing Leadership Effectiveness PLD Share	Chapter 11	Personal LD Plan
15	11/26-11/30	Global Issues Assessment #3		
16	12/3-12/7	Bringing it Back		

***Important Dates:** Drop/Add: 8/28 and Drop/Add by Petition: 11/19

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Assignment Descriptions:

Discussion Posts: By Wednesday and Friday of each week.

You will rotate groups every 4 weeks so that you will be able to interact with every students in this course. Discussion posts will focus on the lecture or topic of the week. You will share your post by Wednesday at 11:59pm of each week. *It is recommended that you do this earlier in the week before the deadline.* You will then post questions to two different students under their post. You will also respond to all of the questioned asked of you by Friday at 11:59pm. This will occur each week. It is up to you and your classmates to work as a team and coordinate these efforts if you want to work faster than the posted deadlines.

VLOG Passport to Leadership: DUE August 29th and then August 31st, 20 points

Using an 8 ½ x 11 sheet of paper, fold into booklet form (4 folds to look like a passport). On the front of the passport provide a photograph of yourself and the following information: name, degree, classification, where you were born. On the inside create a passport of international locations you would like to go (you don't have to have visited there already). You can include names of places, flags, landmarks, symbols, etc. Include up to four international locations (2 per inner pages). On the back cover include three learning objectives for this course... what do you want to get out of your experience in the class. You will record this and then post the video within your discussion group by Wednesday, August 29th at 11:59pm. You will then post two questions (to two different students under their video) and respond to two questions posted on your thread no later than 11:59pm on August 31st.

MBTI Assessment: DUE September 7th, 35 points

You will complete the MBTI Assessment. More information will be provided in the future.

KAI Assessment: DUE October 26th, 35 points

You will complete the KAI assessment online. You will be emailed a code and directions. Once you complete the assessment it will receive an email with your strengths of how you creatively problem solve. You will work within a group to discuss

Values Statement: DUE October 19th, 40 points

This assignment will begin with a lecture. From this exercise you will be expected to write a values statement. A values statement is simply an expression of ideas and concepts that you hold dear. You will submit one CREATIVE item, expressing all value. This could be a poster, a pillow, a collage, etc., but all your values must fit onto the one item. Each value should include a brief description of its meaning to you, as well as a statement of how you uphold that value. You should not try to include anymore than five or six.

Vision Statement: DUE November 9th, 40 points

A vision statement is a sentence or paragraph which summarizes where you want to be in the future. Examples will be provided and discussed in lecture. This should be short, no more than a few sentences.

Personal Leadership Development Plan (PLD): DUE November 24th, 100 points

This will be the most comprehensive assignment you complete this semester. It should represent topic areas from the class, your readings, activities, and the texts. There is a very specific guideline provided in the Epilogue Exercise beginning on page 238 of True North. In an effort to make this exercise easier we will be completing some of the Chapter Exercises as in-class activities throughout the semester. Your PLD should be no more than 5 pages, ds with 1 inch margins, Times New Roman.

Assessments: Dates scheduled, 10/5, 11/2, and 11/30, each worth 60 points

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There are three assessments of your knowledge during the semester. Each is designed to measure the mastery of content between the beginning of class and each assessment point (non-cumulative). You will be required to complete the timed assessment online. The assessment will occur three times a semester as noted in the schedule. The assessment will be timed and cover the material from the course. Make-up assessments are only permitted with a University-excused absence, documented medical illness, or as pre-arranged with the instructor. Notification for scheduled absences is required 2 weeks in advance.

Opportunities for Success:

- Get to know you visit. To earn an additional 5 points extra credit toward your final grade, schedule a Zoom call with Dr. Komanski. This must be completed by Thursday, September 6th. Appointments are required. These will be short video calls.
- Throughout the semester there will be random extra credit points assigned during lecture (3 points per opportunity) not to exceed 10 points. It is at the discretion of Dr. Komanski, when these points will be given and for what level of participation. These points could be awarded individually when Dr. Komanski may randomly post within a group discussion or a reflection to call on your participation.