AEC 3413 – Working with People: Interpersonal Leadership Skills
Summer Session C, 2018

"Don't ever take a fence down until you know why it was put up."
- Robert Frost

Course Overview

The quote above signifies that as leaders, we have the opportunity to leap beyond mediocrity with others and embark upon journeys that will result in the creation of cultures of excellence for our organizations, but we also have distinct biases and predispositions that lead our perceptions. Due to these biases and predispositions, we are faced with the challenge of understanding and developing ourselves, before developing the ability to work with those around us. This course provides the foundation for that practice.

The most important skills that students in this class will develop are primarily internal ones, i.e., perception, insight into causes of problems among individuals within group contexts, and understanding into the dynamics necessary for long-term solutions to problems.

Given their participation in this course, students should have a greater ability for self-reflection, a more integrated philosophy of leadership, and a more transcendent perspective on how they and others in organizational contexts create meaning. Implied in the above positively-stated competencies is awareness of barriers to their attainment: dysfunction thinking, rigidity in leadership approaches, and segmentalism in organizational decision making and behavior. This course will have application for contexts within the fields of Agriculture, Natural Resources, and beyond.

Instructor Information

Tony Andenoro, PhD
Assistant Professor of Leadership Education
Department of Agricultural Education & Communication
Rolfs Hall 219

IM/Office Hours – By Appointment Only

352.294.1999 (Office)   979.571.6487 (Cell)   352.392.9585 (Fax)
E-mail – andenoro@ufl.edu
IM – Skype, G-Chat, & Yahoo Messenger – tandenoro

Cameron Outlaw
Graduate Teaching Assistant, Leadership Education, Challenge 2050 Project
Department of Agricultural Education & Communication
Rolfs Hall 408
352.273.2095 (Office)   352.392.9585 (Fax)
Email – cam42593@ufl.edu

Course Competencies

Given participation in this course, the student will have the opportunity to engage in the mastery of the following competencies:

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

Course Requirements

Reflection Tweets: On designated dates students will provide 140-character tweets on the blog. See the following instructions.

1.) Open the following link in your browser: http://aec3413summer2018.wordpress.com/
2.) Read prompt or think about what you would like to write/post
3.) Click "Leave a Comment" located to the left of the Weekly Tweet Prompt
4.) Link a related YouTube video that you feel is relevant to the provided prompt
5.) Provide 140 characters as a comment explaining why you linked what you linked and its relevance to the prompt, unless otherwise specified
6.) Click "Post Comment"
7.) Provide quality responses to at least 5 tweets during each module
8.) Tweets will be required once for each of the first two weeks of each module

Personal Assessment: Students are asked to complete a 3-4 page double-spaced paper assessing their opportunities for growth. Since the class is aimed at Interpersonal Leadership Development is critical to explore the role of self-assessment and self-reflection in the personal development process. This paper should provide explicit opportunities for growth with justification for why it is critical to address these. More details have been provided in the assignments section.

Strengths Finder 2.0 Assessment: Students are asked to complete the Strengths Finder assessment online through www.strengthsfinder.com. Complete instructions are included in the Strengths Finder 2.0 book beginning on page 31 and in the packet in the back of the book. Once you complete the assessment it will generate your Top 5 Strengths. You are asked to complete a 3-4 page self analysis about how these strengths relate to you and how you feel that you will apply them to your future. More details have been provided in the assignments section.

Self-Narrative Development & Presentation: Each student is asked to create a YouTube video of him or herself sharing a defining moment from their lives that has created a foundation for who they are and who they aspire to become. The story will be 3-5 minutes long and provide depth and insight creating opportunities for classmate connections. More details have been provided in the assignments section.

You are permitted the autonomy and creative freedom to convey your narrative by any means necessary. Show your genius and produce a quality product worthy of your education.

Leadership Philosophy: The student will complete his or her leading philosophy using the class ideas, materials, and theories through alternative means. Your philosophy should reflect how your perspectives and aspirations affect your leadership practice and how they enhance your effectiveness and the effectiveness of your followers. Feel free to draw reference to any of the class discussions, outside texts, or articles that will add credibility to your philosophy. This summary should include perspectives and experiences that provide a foundation for your current philosophy.

You are permitted the autonomy and creative freedom to convey your philosophy by any means necessary. Show your genius and produce a quality product worthy of your education.

Hardiness Adventure – Each student is asked to explore hardiness by doing something that tests their physical limits and by association their cognitive and emotional capacity for hardiness. He or she will also be required to write a 3-4 page reflection of the adventure addressing Maddi's 3 C's – commitment, control, and challenge. More details have been provided in the assignments section.

Leadership Praxis: Students will complete an essay-based application of their gained competencies and the application of these competencies to their lives via a 4-5 page case study analysis. More details have been provided in the assignments section.

Course Materials
The following books are required:

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

Rath, T. (2007). *Strengths Finder 2.0*. New York: Gallup Press.

Course Structure

This course will be an adventure. Each 3-week module has been divided into three sections. You may complete these all at once or during each of the weeks allotted for each module. Students will be asked to "reflect on" the provided materials, "engage with" their classmates on the wordpress blog about the subject matter through the tweets, and "create" the given assignment for the end of each module. Please note that some modules have more than one assignment.

This course will challenge many of your perspectives and affirm others. Engage in class with a readiness and an eagerness to defend and debate your perspectives.

Course Policies

E-Learning: All students are expected to check E-Learning (http://lss.at.ufl.edu) 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.

Academic Integrity: We, the members of the University of Florida community, pledge to hold ourselves and our peers to the highest standards of honesty and integrity.

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

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.

(Source: 2017-2018 Undergraduate Catalog)

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.

Campus Helping Resources: Students experiencing crises or personal problems that interfere with their general well-being are encouraged to utilize the university's counseling resources. Both the Counseling Center and Student Mental Health Services provide confidential counseling services at no cost for currently enrolled students. Resources are available on campus for students having personal problems or lacking clear career or academic goals, which interfere with their academic performance. The Counseling Center is located at 301 Peabody Hall (next to Criser Hall). Student Mental Health Services is located on the second floor of the Student Health Care Center in the Infirmary.

- *University Counseling Center*, 301 Peabody Hall, 392-1575, **www.counsel.ufl.edu**
- *Career Resource Center,* CR-100 JWRU, 392-1602, **www.crc.ufl.edu/**
- *Student Mental Health Services,* Rm. 245 Student Health Care Center, 392-1171, **www.shcc.ufl.edu/smhs/**
  Alcohol and Substance Abuse Program (ASAP)
  Center for Sexual Assault / Abuse Recovery & Education (CARE)
  Eating Disorders Program
  Employee Assistance Program
  Suicide Prevention Program

Students with Disabilities: "Students requesting classroom accommodation must first register with the Dean of Students Office. The Dean of Students Office will provide documentation to the student who must then provide this documentation to the Instructor when requesting accommodation."
The Disability Resource Center 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. 0001 Reid Hall, 392-8565, **www.dso.ufl.edu/drc/**

Late Assignments: Baring an unforeseen emergency, all work is due in class or via email to me by 11:59 PM EST on the assigned date. Should you fail to turn your work into me without contacting me, you will receive a grade of 0.

Challenge Policy: **This is your education** and as such I would like you play an active role in it. Should you feel that I have unfairly graded or inaccurately assessed your work product, you have the ability to challenge. I encourage you to schedule an appointment with me to discuss your perspectives in an effort to change my opinion of your work. If successful, I will be more than happy to change your grade, as part of being an effective leader is effective communication.

Course Grading

Grades will be earned based on the degree to which the student fulfills the assigned requirements for the designated project, integrates course discussions and perspectives, provides support from the literature for his or her findings, and synthesizes his or her own independent thought into the assignment.

Course grades will fall in accordance with the following standards and be awarded based on an A through E scale.

100 – 93 – A	85 – 83 – B	75 – 73 – C	65 – 63 – D
92 – 90 – A-	82 – 80 – B-	72 – 70 – C-	62 – 60 – D-
89 – 86 – B+	79 – 76 – C+	69 – 66 – D+	59 or below – E

The following point totals will be assigned to the projects:

Assignments:	*Points*
Reflection Tweets (8 x 25,000 pts. each)	200,000
Personal Assessment	75,000
Strengths Assessment	100.000
Self Narrative Development & Presentation	150,000
Leadership Philosophy	175,000
Hardiness Adventure	100,000
Leadership Praxis	200,000
Total	**1,000,000**

Course Timeline

Module 1 – 5.14.18 – 6.1.18

Reflect Upon…
1. The Syllabus, Create Expectations, & Begin to Engage in the Leadership Journey (Presentation 1*)
2. Constructing Your Leadership Philosophy (Presentation 2)
3. Storytelling (Presentation 2)
4. Power of Listening (Presentation 3)
5. Self Awareness & Authenticity (Presentation 4)

Engage with…
1. *True North* Chapters 1-3
2. Storytelling Article
3. Self-Awareness Article**

Create…
1. Post your weekly **Tweet & Video** based on the prompts on the Wordpress site (please log on at least once per week to keep up with these)
2. Reply to at least 5 separate Tweets from your classmates with quality perspectives
3. Personal Assessment Paper – Due 6.1.18 at 11:59PM via Canvas***

Module 2 – 6.4.18 – 6.22.18

Reflect Upon…
1. Empathy, Motivation, Self-Regulation, & Social Awareness (Presentation 5)
2. Personality Types (Presentation 6)
3. Strengths (Presentation 7)

Engage with…
1. *True North* Chapter 4
2. Strengths Finder Text
3. Emotional Intelligence Article**

Create…
1. Post your weekly **Tweet & Video** based on the prompts on the Wordpress site (please log on at least once per week to keep up with these)
2. Reply to at least 5 separate Tweets from your classmates with quality perspectives
3. Strengths Assessment Paper – Due 6.15.18 at 11:59PM via Canvas
4. Self Narrative Development & Presentation Video – Due 6.22.18 at 11:59PM via Canvas***

Summer Break – 6.25.18 – 6.29.18 – Relax this Week!

Module 3 – 7.2.18 – 7.20.18

Reflect Upon…
1. Differentiation & Attunement (Presentation 8)
2. Virtue, Morality, & Ethics (Presentation 9)
3. Communication Theory & Rhetoric (Presentation 10)
4. Modeling, Establishing Relationships, & Empowering Change through Others (Presentation 11)

Engage with…
1. *True North* Chapters 5-8

Create…
1. Post your weekly **Tweet & Video** based on the prompts on the Wordpress site (please log on at least once per week to keep up with these)
2. Reply to at least 5 separate Tweets from your classmates with quality perspectives
3. Leadership Philosophy – Due 7.20.18 at 11:59PM via Canvas***

Reflect Upon…
1. Hardiness & Resilience (Presentation 12)
2. Social Change & Global Citizenship (Presentation 13)

Engage with…
1. *True North* Chapters 9-11
2. Hardiness Article
3. Social Change Article
4. Global Citizenship Article

Create…
1. Post your weekly **Tweet & Video** based on the prompts on the Wordpress site (please log on at least once per week to keep up with these)
2. Reply to at least 5 separate Tweets from your classmates with quality perspectives
3. Hardiness Adventure – Due 8.3.18 at 11:59PM via Canvas
4. Leadership Praxis – Due 8.8.18 at 11:59PM via Canvas***

*All presentations can be found in the LESSONS section of Canvas
**Articles can be found in the RESOURCES section of Canvas
***Note that no late papers will be accepted for credit without prior consideration from the lead instructor

Please Understand that this Syllabus is Tentative & Dates are Subject to Change –
If you have questions, please contact your instructor immediately.