

AMBERTON UNIVERSITY
e-COURSE SYLLABUS

HBD6776.E1 Leadership Theories/Practice
Fall 2026

PROFESSOR INFORMATION:

Professor: Dr. Angela Palmer
Amberton Extension: 972-279-6511 ext. 274
Amberton Email: **APalmer@Amberton.edu**

COURSE INFORMATION:

HBD6776.E1 Leadership Theories/Practice
Level: Graduate
Beginning Date of Session: Saturday, September 12, 2026
Ending Date of Session: Thursday, November 19, 2026
Student access available to the Student Portal: Saturday, September 12, 2026 .

Students enrolled in distance learning courses are not assessed any additional fees for security or identity verification.

COURSE PREREQUISITES:

None

TEXTBOOK(S) AND REQUIRED MATERIALS:

Title: Leadership: Theory and Practice
Author: Peter G. Northouse
Publisher: Sage Publications, Inc.
Year Published: 2025
Edition: 10th
ISBN: 10: xxxxxxxxxx or 13: 9781071957394
Price: Available at <http://amberton.ecampus.com>

Students should verify enrollment in course before purchasing textbooks. Textbook information and ordering options are available through the Amberton Virtual Bookstore. Since no books are sold on campus, students should plan accordingly and purchase their books in advance of the first day of class, allowing time for shipping.

APA REQUIREMENT:

APA (American Psychological Association) style is most commonly used to cite sources within the social sciences. This resource, revised according to the 7th edition, offers examples for the general format of APA research papers, in-text citations, endnotes/footnotes, and the reference page. For more information, please consult the *Publication Manual of the American Psychological Association*, (7th ed.). All coursework at Amberton University will comply with the standards contained in the APA Publication Manual.

COURSE COMPETENCIES:

This course explores leadership development theories essential for navigating the challenges of contemporary organizations and the dynamic work environments of the future. It covers current terminology, concepts, competencies, and attitudes, equipping students to become effective leaders who achieve organizational success while upholding integrity and credibility. Activities include exploring the human need for leadership, contrasting managers vs leaders, understanding leadership styles, and discussing the role of transformational leadership.

UPON COMPLETION OF THE COURSE, THE STUDENT WILL BE COMPETENT IN:

1. Exploring the origins and evolution of the human need for leadership by tracing the history of management theory and leadership styles.

2. Comparing and contrasting characteristics of managers versus leaders.
3. Understanding those leadership characteristics that are essential to achieving organizational goals.
4. Discussing the role of “transformational leadership” in changing work environments.
5. Investigating the roles and practices of spiritual and ethical leadership for the long-term development of people and institutions.
6. Researching leadership styles and assessing one’s own skills and self-development plans as a model of leadership in lifelong learning.
7. Describing the relationship between leaders and teams that results in participative work.
8. Analyzing global market influences on organizational leadership roles.
9. Demonstrating creativity and innovation in problem solving.
10. Analyzing contributions from a diverse work force.
11. Describing the interactive communication skills of questioning, listening, projecting appropriate images, using body language and voice tones, and providing feedback.
12. Defining and affirming shared values, purposes, and convictions to create a cooperative work community using connective leadership.
13. Employing technology for research, problem solving, and strategic planning.
14. Questioning management paradoxes that challenge conventional wisdom and re-examining assumptions about effective leadership.
15. Exploring leadership skills through behavioral profile self-assessment analysis.
16. Leveraging Artificial Intelligence for effective leadership and exploring AI tools and techniques that support decision-making, strategic planning, and organizational development, while considering ethical implications.

ACQUIRED SKILLS

1. Ethical Leadership
2. Innovative Problem Solving

COURSE POLICIES:

Discussion Forum: I consider the Discussion Forum a great catalyst for student learning. You will be required to develop and post a substantive response to the Discussion Question in the Discussion Forum. A substantive response is one that fully answers the question that has been posed by the instructor. In addition, you must extend the discussion by responding to at least two (2) of your peers’ postings in the Discussion Forum on at least two different days of the current learning week.

Discussion Forums are only active for each current learning week, so it is not possible to contribute to the forum once the learning week has come to an end. All Discussion Forum posts are due on or before the date posted. I would suggest posting EARLY in the learning week to allow sufficient time for substantial dialogue and discourse. I am recommending your 1st post be submitted and posted to the Forums no later than Tuesday – midnight of each learning week.

Academic Resources: When conducting research for an assignment, the majority of your sources should be obtained from textbooks or scholarly peer-reviewed academic journals often found in the library databases. Non-scholarly sources such as Wikipedia or Ask.com are not permitted in this course.

Quiz and Essay Assignments: Quizzes and the Final Leadership Reflection Paper will be accepted up to three (3) days late and penalized 20% off. **The Final Leadership Reflection Paper requires a substantive effort and is required to successfully pass this course.**

There is no opportunity for extra-credit in this class.

STUDENTS’ RESPONSIBILITIES:

This syllabus contains information, policies, and procedures for a specific course. By enrolling, the student agrees to read, understand, and abide by the policies, rules, regulations, and ethical standards of Amberton University as contained in the current university catalog and schedule of classes.

ATTENDANCE POLICY:

Regular and punctual class attendance and engagement is expected at Amberton University. In case of an absence, it is the student's responsibility to contact the professor as soon as possible. If a student intends on withdrawing from a course, it is the student's responsibility to follow the university's policy on formally withdrawing from a course. **Ceasing to attend classes does not constitute an official withdrawal.**

Attendance in a distance learning course is defined as active participation in the weekly online class sessions. "Active participation" can be defined as: submitting an academic assignment, taking an exam, engaging in an interactive tutorial, participating in an online discussion forum (or chat session), or initiating (or responding to) a communication with a faculty member about an academic assignment or the subject matter of the course. A student not meeting these requirements may be assigned a grade of an "F" or withdrawn at the discretion of Amberton University.

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PLAGIARISM POLICY:

Plagiarism is the presentation of someone else's work as though it were your own. If you use another person's words, ideas, or information; or if you use material from an outside source – whether a book, magazine, newspaper, business publication, broadcast, speech, or electronic media – you must acknowledge that source. Plagiarism is a violation of the University's code of student ethical conduct and is one that is taken seriously. Amberton University operates on an honor system; therefore, honesty and integrity are essential characteristics of all who are associated with the institution. All Amberton students are expected to abide by the honor system and maintain academic integrity in all their work. Amberton University and its instructors monitor student work for plagiarism and reserve the right to submit such work to technology-based plagiarism detection services and applications at any time.

Self-plagiarism means reusing work that you have already published or submitted for a class. It can involve:

- Resubmitting an entire paper
- Copying or paraphrasing passages from your previous work

Self-plagiarism misleads your readers by presenting previous work as completely new and original. Students may not submit the same paper in substance in two or more classes without prior written permission of the instructors involved.

Amberton University students who use Artificial Intelligence (AI) generated content must adhere to the following policies:

Originality: Students must avoid presenting AI generated content as their own original work. It is essential to acknowledge the involvement of AI in the content creation process in order to maintain academic and ethical standards.

Paraphrasing: When using AI generated content, students must rephrase and/or modify the generated text. Paraphrased AI generated content should also be properly cited.

Acknowledgement: When using AI generated content in any assignment, proper credit must be given to the AI system that generated the content. <https://apastyle.apa.org/blog/how-to-cite-chatgpt>

Students agree that by taking this course, all required assignments may be subject to submission for a textual similarity review to Turnitin.com for the detection of plagiarism and self-plagiarism. All submitted papers will be included as source documents in the Turnitin.com reference database solely for the purpose of detecting plagiarism in future papers. Use of Turnitin.com service is subject to the Usage Policy posted on the Turnitin.com website.

Turnitin is a writing improvement and plagiarism prevention tool which uses special algorithms, to compare text-based student submissions to the Turnitin database and other online sources. Turnitin produces a detailed **similarity report** that can be customized and viewed by instructors and students.

Turnitin “Draft Coach” is a Google based add-on to Turnitin which supports students in developing high-quality academic writing; and serves as an integrity coach. Draft Coach helps address errors and improve the quality of student’s writing by highlighting grammar mistakes, identifying incorrectly cited sources, and scanning for similarity across several databases. By providing formative feedback on how to address citation issues, incorrect grammar, and matches with the Turnitin database, Draft Coach provides explanations to help students become more confident writers, capable of producing higher quality work both in academics and in the workplace.

COURSE OUTLINE AND CALENDAR:

The course outline below provides information on required reading and written assignments. All written assignments are to be submitted through the Moodle Learning Platform. Supplemental reading material will be provided in the Moodle course room; in addition to all supplemental leadership videos.

Written Assignments:

Case Studies – You will be required to complete two (2) case studies during this course. You are required to fully answer each of the questions posed at the end of each case study. Case study responses must be at least six (6) pages in length. All sources must be cited using APA (7th Edition) and include a title and reference page. The title and reference pages do not count in the page totals.

Leadership Reflection Paper – Throughout this course you will be introduced to various leadership concepts, approaches, practices, and theories. Students will write a six (6) page, double spaced paper in APA 7th Edition format. This paper will be a reflection of how this leadership course has impacted your leadership role and understanding. Was your leadership style strengthened by the course concepts learned? What strengths and weaknesses can be identified in your leadership style? Has your leadership style changed since taking this course? How might you leverage the use of AI in your leadership practices? These are just a few of the questions to consider when reflecting on your own unique leadership style and information introduced during this class.

Week	Topic	Assignment	Competencies Covered	Due Date
Week 1	Chapter 1 – Introduction: What is Leadership Chapter 2 – Trait Approach to Leadership	Post Introductions Review all Announcements Read Chapters 1 & 2	1 - 5	September 20, 2026
Week 2	Chapter 3 – Skills Approach Chapter 4 – Behavioral Approach	Read Chapters 3 & 4 Complete Case Study 1	3,4,6,7,8,10,11,15	September 27, 2026
Week 3	Chapter 5 – Situational Approach Chapter 6 – Path Goal Theory	Read Chapters 5 & 6	5 and 13	October 04, 2026
Week 4	Chapter 7 –	Read Chapter 7	6,7,11,12	October 11, 2026

	Leader-Member Exchange (LMX) Theory	Review Chap 1 – 7 QUIZ #1		
Week 5	Chapter 8 – Transformational Leadership Chapter 9 – Authentic Leadership Journal Article: Harnessing AI in Leadership	Read Chapters 8 & 9 Read Journal Article Discussion Forum	2 – 6, 8 – 10, 12 – 14, 16	October 18, 2026
Week 6	Chapter 10 – Servant Leadership Chapter 11 – Adaptive Leadership	Read Chapters 10 & 11 Complete Case Study 2	5, 6–8, 9, 12 and 13	October 25, 2026
Week 7	Chapter 12 – Team Leadership Chapter 13 - Followership	Read Chapters 12 & 13	2,3,5-8,9-12	November 01, 2026
Week 8	Chapter 14 – Social Identity Leadership Chapter 15 – Inclusive Leadership	Read Chapters 14 & 15 Leadership Reflection Paper Due	2,3,5-8,10-12,14	November 08, 2026
Week 9	Chapter 16 – Leadership Ethics	Read Chapter 16 Review Chap 8 – 16 QUIZ #2	3-5,8,10-13,16	November 15, 2026
Week 10	Course Wrap Up	Personal Reflections	1 – 16	November 19, 2026

GRADING CRITERIA:

Grading Scale -	Case Studies (2):	25%
	Discussion Post:	10%
	Quizzes (2):	30%
	Leadership Reflection Paper:	35%

Graduate

92 – 100	A
82 – 91	B
72 – 81	C
62 – 71	D
Below 62	F

GRADE NOTIFICATION AND INSTRUCTOR FEEDBACK:

Students should review instructor feedback provided through Moodle or Amberton CampusWeb Portal. Final grades are processed approximately one week after the session and may be viewed through the student portal. Grades will not be released by phone or through unsecured channels. University instructors will not leave a message with comments or grades in any type of media that is not secure.

For questions regarding grades after the semester has ended, students should use their university email account and contact the instructor at the faculty email address as provided above in Professor Information area.

INCOMPLETE GRADES:

An "I" (Incomplete) grade is granted only at the professor's discretion for emergencies or illness.

Students have 30 days from the end of the session to complete the course requirements. If the conditions are not met within this 30-day window, the "I" automatically converts to an "F".

HOW TO WITHDRAW FROM A COURSE:

To be official, the class withdrawal must be in writing and signed by the student requesting the withdrawal; no withdrawal is accepted verbally. Please review the "Schedule of Classes" (online or in-print) for procedures for class changes or withdrawals and the refund policy and schedule.

COURSE DELIVERY METHODOLOGY:

This course is delivered through Moodle. Students are expected to have reliable internet access, basic computer skills, the ability to upload/download files, use Amberton email, and submit assignments in the required format. Students needing assistance should use the Amberton SSO support/ticket process.

HOW TO ACCESS YOUR COURSE:**SINGLE SIGN-ON (SSO) INSTRUCTIONS FOR AMBERTON UNIVERSITY:**

Students should access Amberton systems through the Single Sign-On portal at <https://sso.amberton.edu>. After logging in, students can access Moodle, Amberton email, CampusWeb, and other assigned applications. Students who need help accessing SSO should submit a support request through the SSO support option or contact support@amberton.edu.

MOODLE TUTORIAL:

Upon successful log in and access to the Moodle learning platform, there is a Student Moodle Tutorial course available, to learn about the basics of Moodle. Simply click on the link for the Student Moodle Tutorial and read through the various learning topics: Navigating; Communicating; Assignments & Exams; Grades; and Student Resources.

COURSE COMMUNICATIONS:

Students will communicate with faculty through the Moodle Learning Platform or the Amberton University email system.

EMAIL COMMUNICATION:

Students are expected to use their Amberton email account and Moodle for course communications. Students must use their official university email account for all university related communication and should check their Amberton emails regularly for course and university notices.

Upon completion of a session, all communication and course specific information is removed from the Moodle system. If a student needs to maintain a record of communications or assignments, the student is strongly encouraged to print out or download these items to a disk for their own records.

FORMAT AND SUBMISSION OF ASSIGNMENTS:

Assignments must be submitted through the appropriate Moodle assignment link unless otherwise directed by the instructor. Students are responsible for submitting files in the format required by the instructor.

INSTRUCTOR/COURSE EVALUATION:

Students will have the opportunity to complete an anonymous course and instructor evaluation near the end of the session. Instructions and dates will be provided through Moodle and/or Amberton email.

RESEARCH RESOURCES:

The Amberton Library provides access to full-text articles, peer-reviewed databases, and research tools, with options like Interlibrary Loan (ILL) and TexShare for items outside its collection. For research assistance, students can connect with library staff during operating hours via email (library@amberton.edu), phone (972-279-6511 ext. 185), "How-to" videos, live online chat, or in person at the Garland campus. The online library is available through Single Sign On (SSO).

MICROSOFT OFFICE 365 EDUCATION:

Amberton University students may access Microsoft 365 Education resources as provided by the university.

GOOGLE WORKSPACE FOR EDUCATION:

Amberton students are assigned a Google Workspace for Education account, including Amberton Gmail, Google Drive, Google Docs, Sheets, and Slides. Students should use their Amberton Google account for course-related work when required.