

**MBA Leadership Learning Goal** – “The ability to incorporate appropriate leadership styles in pursuit of strategic goals.”

FACULTY RATER: \_\_\_\_\_

Term/Year: \_\_\_\_\_

STUDENT NAME: \_\_\_\_\_

<b>DRURY UNIVERSITY MBA – LEADERSHIP</b>			
<i>Evaluative Criteria</i>	<i>Fails to meet expectations</i>	<i>Meets expectations</i>	<i>Exceeds expectations</i>
<i>Leadership Attributes</i>	<input type="checkbox"/> <p>Defines effective leadership based on successful outcomes and does not address the underlying process.</p>	<input type="checkbox"/> <p>Provides concrete examples of leadership attributes. Recognizes process as well as outcomes.</p>	<input type="checkbox"/> <p>Uses relevant leadership theories to describe the leadership attributes that impacted outcomes and processes.</p>
<i>Situational Leadership</i>	<input type="checkbox"/> <p>Makes little to no attempt to relate the decisions made by a leader to the situational context in which that decision was made.</p>	<input type="checkbox"/> <p>Highlights and identifies relevant situational factors to be considered in the actions to be taken.</p>	<input type="checkbox"/> <p>Applies relevant situation factors to the situations with coherent theoretical support.</p>
<i>Effective Leadership</i>	<input type="checkbox"/> <p>No attempt at reflection and no evidence of growth.</p>	<input type="checkbox"/> <p>Recognizes strengths and weaknesses and identifies how those have changed over time. Shows evidence of growth during the program.</p>	<input type="checkbox"/> <p>Recognizes strengths and weaknesses and reflects and plans for improvement and growth. Grows during the program and has an intentional plan for continued growth.</p>
<i>Ethical Leadership</i>	<input type="checkbox"/> <p>Only identifies one side of ethical dilemma.</p>	<input type="checkbox"/> <p>Identifies ethical dilemmas and the relevant stakeholders. Describes potential consequences of alternative decisions. Explains choice using ethical frame.</p>	<input type="checkbox"/> <p>Provides comprehensive evaluation of the potential consequences of alternative solutions. Selects and explains choice using an ethical framework.</p>

## **Leadership Learning Goal of the Breech MBA**

“Our graduates will demonstrate the ability to incorporate appropriate leadership styles in pursuit of strategic goals.”

### **Instructions and Assessment Process**

#### Rating Process

The Leadership Learning Goal of the MBA program shall be rated by two faculty members and the Course instructor. The two faculty members shall conduct independent ratings and after assessment, reach consensus on any ratings where ratings differed. After consensus is reached, the results of the ratings and any recommendations for improvement of either the course or the rating instrument shall be presented to the MBA committee for consideration of action by the Breech faculty.

#### Samples of Student Work

The Leadership goal shall be assessed using student papers that address and discuss different leadership styles from MBA 664 (Corporate Policy and Ethics). These papers will address leadership traits, behaviors and relationships, as well as issues of effective versus ineffective leadership and its outcomes.

#### Assessment Assignments

The rubric used to assess this Learning Goal is included as an appendix to these instructions. The course instructions follow:

MBA 664 students shall study three cases: Consolidated Products, Woodside Sunshine Snacks and Worldcom. The students will write papers that discuss the types of leadership styles described in each case. Ethical issues and leadership should be addressed. The paper will include a discussion of their own leadership analysis (as completed in class) and demonstrate a plan for improving their own leadership proficiencies.

The attached rubric should be employed to evaluate the student papers. The assignment will be made around mid-term of the course.