JUSTICE INSTITUTE *of* BRITISH COLUMBIA

Course Code:	LEAD-1102
Short Title:	Leading with Influence
Long Title:	Leading with Influence
Prerequisites:	LEAD-1100 or LEAD-100
Co-requisites:	None
School:	School of Health, Community and Social Justice
Division/Academy/Centre:	Centre for Leadership
Previous Code & Title:	LEAD102
Course First Offered:	June, 2013

Credits:	1.5

Course Description

In this course, learners will explore their sphere of influence in their organization and understand how to leverage it to create positive organizational change. Learners will analyze practices that support the development of healthy, productive organizational networks and culture, and apply leadership tools such as dialogue, facilitation; powerful questioning and effective listening that create momentum and break down organizational silos. By the end of this course, learners will have identified strategies that create a collaborative, resilient workplace and help to align themselves and others with their organization's vision in positive, productive ways.

Course Goals

The goal of this course is to provide students with the context, theory, experience and practice to understand how they can increase their influence to support and lead change in their organizations.

Learning Outcomes

Upon successful completion of this course, the learner will be able to:

1. Facilitate organizational effectiveness by developing a plan for aligning personal and organizational values

2. Create momentum for moving an organization toward successful achievement of its goals

3. Critically analyze and apply tools for initiating and sustaining organizational resilience in implementing and responding to organizational change

4. Examine relationship to power—personal power and power within the context of an organization

5. Assess the level of influence, power and control they have in their organization

6. Distinguish between control and leverage; develop strategies for leveraging influence in a variety of contexts and situations

7. Examine and practice applying a range of tools and frameworks for leveraging influence and implementing change

Course Topics/Content

- Self as instrument of influence/organizational assessment
- Organizational structure, norms and culture
- Influence, power and control
- Organizational Systems Theory
- Principles and practice of dialogue
- Tools for influence and leverage
- The neuroscience of influence
- Facilitating meetings with purpose using a group process roadmap
- Change theory and change models
- Networked organizations and tools for collaboration
- Asking powerful questions
- Practical applications using case studies

Text & Resource Materials

LEAD-1103 course manual

Equivalent JIBC Courses

None

Instructional Method(s)* *(select all that apply)*	Hours
☒ Direct Instruction (lecture, seminar, role plays, independent study, etc.)	21
☐ Supervised Practice (includes simulations & labs)	
☐ Practice Education, Field Placement, Internship or Co-op	
Totals	21

Course Evaluation

The evaluation criteria used for this course are represented below. Specific course evaluation information will be provided by the instructor at the start of the course.

Criterion	% of Final Grade (may be represented as a range)
Course work (activities, assignments, essays, reports, etc.)	60%
Quizzes and exams	

Simulations/Labs

Attendance/Participation (in class or online)   40%

Practice Education/Internships

Total	**100%**

Comments on Evaluation

Course Grading Scheme*

☐**JIBC1 (A to F)**   ☐**JIBC2 (MAS/NMA)**   ☐**JIBC3(CM/IN)**   ☒**JIBC4 (P/F)**

(* http://www.jibc.ca/policy/3304 Grading policy)

Other Course Guidelines, Procedures and Comments

View official versions of related JIBC academic regulations and student policies in the JIBC Calendar on the following pages of the JIBC website:

Academic Regulations:

*http://www.jibc.ca/programs-courses/jibc-calendar/**academic-regulations***
Student Academic Integrity Policy
Academic Progression Policy
Admissions Policy
Academic Appeals Policy
Evaluation Policy
Grading Policy

Student Policies:

http://www.jibc.ca/about-jibc/governance/policies

Access Policy
Harassment Policy – Students
Student Records Policy
Student Code of Conduct Policy

JIBC Core Competencies

The JIBC promotes the development of core and specialized competencies in its programs. Graduates of our programs will demonstrate high levels of competence in the following areas:

☒ **Critical thinking:** Identify and examine issues and ideas; analyze and evaluate options in a variety of fields with differing assumptions, contents and methods.

☒ **Communication, Oral and written:** Demonstrate effective communication skills by selecting the appropriate style, language and form of communication suitable for different audiences and mediums.

☒ **Leadership:** Inspire individuals and teams to reach their potential by embracing innovation through strategic thinking and shared responsibility.

☐ **Problem solving:** State problems clearly; effectively and efficiently evaluate alternative solutions; choose solutions that maximize positive and minimize negative outcomes.

☒ **Interpersonal relations:** Know and manage ourselves; recognize and acknowledge the needs and emotions of others including those with diverse cultures, backgrounds and capabilities.

☒ **Inter-professional teamwork:** Understand and work productively within and between groups, respect others' perspectives and

☐ **Independent learning**: Show initiative by acting independently in choosing effective, efficient and appropriate applied learning, research and problem solving strategies.

☒ **Globally minded:** Self-aware of own identity and culture, recognize the interconnectedness of world events and issues; interact respectfully and authentically across cultures; value multiple perspectives; utilize curiosity to learn with and from others.

provide constructive feedback with special attention to inter-professional relationships.

☐ **Information literacy:** Recognize and analyze the extent and nature of an information need; efficiently locate and retrieve information; evaluate it and its sources critically, and use information effectively and ethically.