

# **MGT 164GS BUSINESS AND ORGANIZATIONAL LEADERSHIP Summer Session II, 2023**

## **UCSD Global Seminar: Dublin, Ireland** *Ireland's Silicon Valley*

STUDENT CLASS: Undergraduate, Upper Division Standing  
LOCATIONS:

- Trinity College Dublin classroom
- AIFS, London classroom

TIME: MGT 164GS: Monday, Tuesday, Thursday TBA plus Wednesday Excursions. Please anticipate some exceptions that will be announced in advance.

PROFESSOR: **Mary A. McKay**

OFFICE HOURS: by appointment before, between and after classes

CLASS EMAIL ACCOUNT: [radvglobalseminar@gmail.com](mailto:radvglobalseminar@gmail.com)

**BACKUP EMAIL IF THERE IS ANY DIFFICULTY SUBMITTING WRITTEN ASSIGNMENTS VIA CANVAS (on time)**  
[mckaybackupsmissions@gmail.com](mailto:mckaybackupsmissions@gmail.com) This is a backup system for use when Canvas is not functioning properly, and a student is worried about a paper getting lost or marked late. Use this email **BEFORE THE DEADLINE** when you need to confirm on-time submission. We will check this account **ONLY** when requested, as it is truly a backup system. Late submissions using the backup system are still considered late and will not be graded.

## **COURSE DESCRIPTION**

To be successful in today's complex and changing business environment, students need a broad understanding of organizations and the challenges and opportunities facing today's leaders and managers. **Dublin – Ireland's Silicon Valley** was inspired by the chance to examine one of Europe's early identified tech hubs, and discover how Dublin continues to respond to the many challenges and opportunities of doing business in the 21<sup>st</sup> century.

Dublin is a regional financial and economic center known for its ability to attract and retain talent for tech giants such as Google, Facebook, Twitter, Amazon, and many others. Dublin is also home to an energetic startup sector with one startup for every 1,000 in population. The global war for talent is a highly competitive race and Dublin is a strong competitor.

*MGT 164GS: Business and Organizational Leadership* examines key themes of leadership such as strategy, power and politics, culture, and change. Other content areas focus on leadership development: communication and global mindset, networks, authenticity, and influence. The course captures what weighs in the balance for all leaders who face the challenges of today's business environment, while at the same time are inspired by extraordinary opportunity. The Global Seminar version of MGT 164 covers important concepts and connections to relevant and practical challenges facing Dublin's leaders and concludes with a week-long visit to London – the behemoth and highly diverse global business capital. Dublin has forever been in the shadow of London, but as it continues to rise as an important center for business, what can students learn from both great cities?

*Business and Organizational Leadership* combines both theoretical and practical approaches to understanding organizations and is designed to prepare students for effectiveness in future career positions. Students will work independently, in pairs and in small groups with a focus on critical reading, thinking, writing, and discussion. Course readings inspire in-depth thinking and future behavior.

## **GLOBAL SEMINAR EXCURSIONS** (subject to change)

<b>EXCURSION TYPE</b>	<b>DUBLIN</b>	<b>LONDON</b>
Introduction to the city	Yes	Yes
History and Culture Touring	Yes	Yes
Guest Speakers	TBA Dublin's Start-up Culture	Global Leadership
Company Tours (proposed – not confirmed)	OPTUM, Inc. (tech arm of United Health Group) Accenture: Global Innovation Dock Viasat (not yet confirmed)	Nike, Inc. FactSet, Inc. Ramboll, Inc.
Additional	Innovation and Entrepreneurship at TCD  Silicon Docks Walking Tour  Day trip to Belfast	

**REQUIRED READING**

**\*\*You will be given all the information you need for purchasing your reader well in advance of departure. Most readings will be made available via UCSD Course Reserves**

**CANVAS**

I rely on the course website to communicate with students, so plan to check it daily. I use the announcement function regularly and **students are responsible to stay up to date with all information.**

We will also organize a GroupMe, What's App (or similar) account for easy text communication.

**SCHEDULE** (subject to change at the discretion of the instructor)

WEEKS 1-5 MONDAY/TUESDAY/ WEDNESDAY/THURSDAY	TOPICS AND ACTIVITIES	READINGS AND OTHER IMPORTANT DUE DATES
<b>Week 1 – Dublin</b> <b>Orientation: TBA</b> <b>Lecture: TBA</b> <b>Excursions: TBA</b>	Syllabus and course requirements  <b>Introduction to Leadership and Organizations</b>	Part A Readings <b>TBA</b> <i>*See Assigned Readings at the end of the syllabus for details.</i>  <b>COURSE QUIZ DUE TBA BEFORE 11:59 PM</b> <b>• See CANVAS Modules for details</b>
	<b>Multiple Intelligence: Communication and Global Mindset</b>	Part B Readings TBA  <b>HOMEWORK</b> Complete the short assessment on Goleman's Leadership Styles (find link in Week 2 Module). Bring results to class on Tuesday and Wednesday.
<b>Week 2 – Dublin</b> <b>Lecture: TBA</b> <b>Excursions: TBA</b>	<b>Power and Leadership</b>	Part A Readings TBA

	<b>360 Degree Influence</b>	Part B Readings TBA
<b>Week 3 – Dublin</b> Lecture: TBA Excursions: TBA	<b>Networks</b>	Part A Readings TBA .
	<b>The Toughest Decisions at Work</b>	Part B Readings TBA

<b>Week 4 – Dublin</b> Lecture: TBA Excursions: TBA	<b>Culture as a Tool of Leadership</b>	Part A Readings TBA
	<b>Motivating and Leading Change in a Creative Community</b>	Part B Readings TBA
<b>Week 5 – London</b> Lecture: TBA Excursions: TBA	<b>Authentic Leadership: Domestic and Global</b>	Part A Readings TBA
	<b>Solitude, Humility and Hope</b>	Part B Readings TBA

<b>DUE DATES FOR LEADERSHIP JOURNAL</b> (These will be short writing assignments of 900-words max and will involve a student partner and the exchange of feedback)		
	<b>DUE DATE</b>	<b>JOURNAL PROMPT</b>
Essay #1	Upon arrival	See Essay folder
Essay #2	???	See Essay folder
Essay #3	???	See Essay folder
Essay #4	???	See Essay folder
Essay #5	???	See Essay folder

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## **STUDENT PARTICIPATION**

**ATTENDANCE:** The UCSD Global Seminar program offers students the chance to learn in a small group environment. Full engagement, via attendance and participation, is rewarding and rewarded. In the case of illness or an emergency, please do your best to communicate in advance.

**PREPARATION:** This course is interactive and combines lecture, group discussion, partner dialogue, small group activities, and academic excursions to facilitate learning. It's essential that assigned reading is completed *before* class on the day it is assigned because your contribution is an important part of the learning experience for everyone. Please be prepared to share your insight, curiosity, and critique. Be brave and speak up!

**UNPLUGGED LEARNING ENVIRONMENT:** Laptops, iPads, phones etc. should be silenced and stowed during class time in order to create a more impactful learning environment. If you need to monitor a personal or family emergency, please feel free to step out and communicate as needed.

**DUE DATES:** All due dates are firm and **late submissions are not graded** except under the most extenuating circumstances (serious medical issues, emergencies, etc.). Only the most extenuating circumstances would be cause for a make-up opportunity and would require advance approval and approved documentation.

## GRADING

Assignments	Percentage
Reading Quiz Q+A (I)	20%
Leadership and Diversity Essays (I) 5 Submissions – See due dates above and in Canvas> Essays	40%
Student Engagement and Contribution to the Learning Environment (I, G, and C) Attendance, Participation, completion of Introductory Course Quiz, Excursions, etc.	40%

### KEY:

I – Independent, individual work only. No collaboration or consultation allowed.

G – Students may work together in groups and turn in one project or assignment for the entire group.

C – Collaboration with classmates is allowed. However, each student must submit for an individual grade.

### GRADE SCALE FROM TRITON ED (P/NP requires a 69.5 to pass)

Between 97 and 100 = A+

Between 94 and less than 97 = A

Between 90 and less than 94 = A-

Between 87 and less than 90 = B+

Between 84 and less than 87 = B

Between 80 and less than 84 = B-

Between 77 and less than 80 = C+

Between 74 and less than 77 = C

Between 70 and less than 74 = C-

Between 67 and less than 70 = D+

Between 64 and less than 67 = D

Between 60 and less than 64 = D-

Less than 60 = F

### \*\*Notes:

1. Raw scores and percentages are released through CANVAS MyGrades in a timely manner. I will release grade columns when all papers are graded.
2. Grading and/or recording errors must be reported within 7 days of appearing on MyGrades.
3. Your final course grade is rounded up (e.g., 89.49 receives a B+ and 89.5 receives an A-)
4. If a curve is required, it will be applied after the final exam on the cumulative percentage for the quarter. I have rarely used a curve, so please do not anticipate this happening.
5. The grade scale is firm and there is no opportunity for extra credit.

### PASS/NO PASS STUDENTS

If you are eligible and have chosen pass/no pass, it is important to approach the course requirements with a thoughtful strategy. My goal is for you to learn the course content in a meaningful way. I hope your goal is the same, although I appreciate your desire to reduce the workload. You will need a 69.5% to pass. If you are attending, fully engaged, contributing, reading, and writing, I am confident you are learning and would be happy to discuss your personal strategy with you.

**ACADEMIC INTEGRITY** MGT 164 is a class with multiple written submissions. I'm sad to report that I submit Academic Integrity Violation Reports on a very regular basis. As members of the Rady School, we pledge ourselves to uphold the highest ethical standards. This means that I take my role very seriously and expect that each student takes responsibility to learn what it means to excel with integrity on all work. The University expects that both faculty and students will honor this principle and in so doing protect the validity of University intellectual work. Websites such as Course Hero, Chegg, etc. are often cited in violations. In addition, students should know of the very serious consequences for contract cheating. Previous students of mine have faced every consequence up to and including 1-year suspensions from the University and permanent dismissal. Please carefully read the announcement about Turnitin and see me if you have ANY questions or concerns. We are here to help.

*Academic Integrity is expected of everyone at UC San Diego. This means that you must be honest, fair, responsible, respectful, and trustworthy in all your actions. Lying, cheating or any other forms of dishonesty will not be tolerated because they undermine learning and the University's ability to certify students' knowledge and abilities. Thus, any attempt to get, or help another get, a grade by cheating, lying or dishonesty will be reported to the Academic Integrity Office and will result in sanctions. Sanctions can include an F in this class and suspension or dismissal from the University. So, think carefully before you act by asking yourself: a) is what I'm about to do or submit for credit an honest, fair, respectful, responsible & trustworthy representation of my knowledge and abilities at this time and, b) would my instructor approve of my action? You are ultimately the only person responsible for your behavior. So, if you are unsure, don't ask a friend—ask your instructor, instructional assistant, or the Academic Integrity Office. You can learn more about academic integrity at [academicintegrity.ucsd.edu](http://academicintegrity.ucsd.edu)" (Source: Academic Integrity Office, 2018)*

**STUDENTS WITH DISABILITIES** A student who has a disability or special need and requires an accommodation to have equal access to the classroom must register with the Office for Students with Disabilities (OSD). The OSD will determine what accommodations may be made and provide the necessary documentation to present to the professor. Students requesting accommodations for this course due to a disability must provide a current Authorization for Accommodation (AFA) letter issued by the Office for Students with Disabilities (<https://osd.ucsd.edu/>). Students are required to discuss accommodation arrangements with instructors and OSD liaisons in the department in advance of any exams or assignments. No accommodations can be implemented retroactively. Please visit the OSD website for further information or contact the Office for Students with Disabilities at (858) 534-4382 or <http://disabilities.ucsd.edu/about/index.html>.

**NONDISCRIMINATION POLICY STATEMENT** The University of California, in accordance with applicable Federal and State law and University policy, does not discriminate on the basis of race, color, national origin, religion, sex, gender identity, pregnancy,<sup>1</sup> physical or mental disability, medical condition (cancer related or genetic characteristics), ancestry, marital status, age, sexual orientation, citizenship, or service in the uniformed services.<sup>2</sup> The University also prohibits sexual harassment. This nondiscrimination policy covers admission, access, and treatment in University programs and activities. ([http://ophd.ucsd.edu/policies-procedures/nps\\_student.html](http://ophd.ucsd.edu/policies-procedures/nps_student.html))

**TITLE IX** The Office for the Prevention of Harassment & Discrimination (OPHD) provides assistance to students, faculty, and staff regarding reports of bias, harassment, and discrimination. OPHD is the UC San Diego Title IX office. Title IX of the Education Amendments of 1972 is the federal law that prohibits sex discrimination in educational institutions that are recipients of federal funds. Rady students have the right to an educational environment that is free from harassment and discrimination. Information about reporting options may be obtained at OPHD at (858) 534-8298 or <http://ophd.ucsd.edu>.