

MGMT 3000-01 – Principles of Management, Spring 2022

Instructor: Carl Horn, MBA

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Class Meets: Monday, Wednesday, and Friday 10:55AM – 12:20PM

Office Hours: Monday and Wednesday 10:15AM – 10:45AM and by appt.

Class Venue: Administration Bldg. 321 3/28 – 6/9/22

Prerequisite: Integrity, Honesty, Willingness to Learn, Take Risks

Text: Principles of Management, Version 5 (by Bauer, Erdogan, and Short) ISBN: 9781453337707

You will need to have the book available (paper copy or digitally) at each class.

Course Description:

This is a required course for Business majors that introduces students to the study of management. The course covers a variety of topics that address how individuals and teams form, shape, and thrive in their organizations; as well as the ways organizations influence organizational members' relationships, values, and behaviors. Course activities include discussions of readings, group exercises, group projects, individual written assignments, and exams. Throughout the quarter, students learn and practice the application of basic organizational behavior, strategic management, and human resource management concepts and theories to develop tools for working in organizations.

Ethics:

You should author your own work and give credit when quoting the work of others. Your thoughts and writing may be better than others. Test taking means NEVER seeking unauthorized assistance. Plagiarism and cheating is abhorred and will provide sufficient grounds for dismissal and failing the class.

Use of Computers in the Classroom:

You are expected to bring your Mac or laptop to class. However, limit any computer use to course-related functions only. Non-course related computer use is distracting to others and disruptive to learning and is not permitted.

Class Topics

- Introduction to Management, Trends
- Mission, Vision, Values
- Teams, Globalization
- Organizational Structure, Culture
- Leadership Styles
- Communication, Motivation

Activities

Assignment	Points
3 Quizzes	125 pts each = 375 pts.
Class Participation	150 pts.
Team – Leadership of Chapter Discussion	100 pts.
Team - Leader Presentation	150 pts.
Team – Executive Briefing	75 pts.
Individual Reflection Papers Segment 1	50 pts.
Segment 2	100 pts.
Total Possible Points	1,000 pts.

Activities Description

Quizzes

There will be 3 quizzes which will cover the lectures and the chapters in the text. *There are no make-up examinations, except in the event of extreme and unavoidable circumstances, at my discretion.*

Class Participation

Is based on the quality and quantity of your contribution to the class discussion. Participation should not just convey you have read the assigned material. Rather, your participation should convey you have thought about the readings, are ready and willing to share your reflective inputs. Consistent attendance is a critical part of class participation. Attendance will be taken each class. ***If you plan to miss class, send me an email.***

Team – Leadership of Chapter Discussion

Once during the course your team will lead a discussion on a pre-assigned chapter from the text. Tie in concepts we are learning from the course. Everyone on your team should participate.

Team – Leader Presentation

Each team will choose a leader from the list below. No two teams will have the same leader.

- Warren Buffett
- Abraham Lincoln
- Oprah Winfrey
- Paul Allen
- Bruce Lee
- Alfred P. Sloan
- Eleanor Roosevelt
- Martin Luther King
- Mahatma Ghandi
- Jack Welch
- Jeff Bezos
- Mark Zuckerberg
- Jack Ma
- Elon Musk
- Angela Merkel
- Alan Mullally
- Bill Gates

Each team will present their leader analysis for 30 minutes plus Q&A. Every member is expected to be part of the presentation. Presentations will include an analysis of your leader as well as the team's research process. For example, what in this person's upbringing made them a great leader? How did their leadership style effect their impact on others? What went right as a team, what went wrong, and what lessons were learned from the team project? ***The final presentation will be submitted through Canvas prior to the day of your presentation.***

Individual Reflection Papers on Team Experience

Answer ALL questions asked below.

Segment 1 (300 – 500 words)

Reflection after your first team meeting. What are your first impressions of your group's ability to complete its task? What are your first impressions of your teammates' personalities and leadership potential? What are your first impressions of your team's personality? What are you noticing about your own behavior and leadership potential?

Segment 2 (600 – 900 words)

1. Reflection at the mid-point. After looking back at your initial reflection, were your initial impressions confirmed or disconfirmed? What is working well? What could be improved upon? What norms have developed and when did they start?
2. Reflection after your last meeting. Looking back, how did you influence your group's overall experience? Looking back, how did this group experience influence you?

Reflection papers are evaluated based on thoroughness, insightfulness, and timeliness of reflections and connections to course concepts

Team Executive Briefing

Each team will be assigned a company. Your team will take part in a 15-minute briefing session with Professor Horn. The topics for the session will include a general overview of the company, current organizational structure, strengths and weaknesses of the company, key strategies, and biggest challenges. The last 5 minutes will consist of questions from Professor Horn.

Grading Scale

Your total points translate into a letter grade as follows:

Grade	Points
A	960-1000
A-	930-959
B+	870-929
B	830-869
B-	800-829
C+	760-799
C	720-759
C-	660-719
D	600-659
F	<600

Your grade in this course will be determined based on your performance both in absolute terms and relative to your peers (i.e., fellow students). In the past, the average grade for this course has been in the B+ range. Some students have done better and some worse.

→ In order to earn a passing grade, you are expected to complete ALL projects and assignments on time. ***Late assignments will be accepted no later than one day after the due date, but they will be subject to a 10% penalty.***

Extra credit will not be given under any circumstances. Your success or failure in this course is your responsibility.

Course Schedule

Date(s)	Topics	Individual Assignments	Team Assignments
Week 1 Mar 28,30 Apr 1	Course Review, Syllabus Discussion, Management Principles	Read Chapter 1	
Week 2 Apr 4, 6, 8	Trends, Globalization, Roger Gulrajani, Sr. Director Strategy, Microsoft	Read Chapter 2 Reflection Segment 1 – April 8	Apr 6 – Team 1 Exec Briefing Apr 8 – Team 2 Exec Briefing
Week 3 Apr 11, 13 <i>No class Apr 15</i>	Work Behaviors, Leadership Styles	Read Chapters 3, 4	Apr 11 – Team 5 Exec Briefing Apr 13 - Team 6 Exec Briefing
Week 4 <i>No Class Apr 18</i> Apr 20, 22	Mission, Vision, Values	Read Chapter 6 Quiz 1 – Apr 22	April 20 – Team 7 Leads Chapter 6 Discussion
Week 5 Apr 25, 27, 29	Organizational Structure & Changes	Read Chapters 7 & 8	Apr 25 - Team 6 Leads Chapter 7 Discussion Apr 27 – Teams 3 & 4 Exec Briefing Apr 29 – Team 5 Leads Chapter 8 Discussion
Week 6 May 2, 4, 6	Organizational Culture, Carolyn Barton, VP Compliance Kaiser Permanenta	Read Chapter 9	May 4 Team 7 Exec Briefing May 6 - Team 4 Leads Chapter 9 Discussion
Week 7 May 9, 11, 13	Approaches, Decision Making	Read Chapter 10 Quiz 2 – May 13	May 11 – Team 3 Leads Chapter 10 Discussion
Week 8 May 16, 18, 20	Communications, Teams	Read Chapters 11 & 12	May 16- Team 2 Leads Chapter 11 Discussion May 18 – Team 1 Leads Chapter 12 Discussion
Week 9 May 23, 25, 27	Motivation	Read Chapter 13	May 25 – Teams 6 & 7 Leadership Presentations May 27 – Teams 4 & 5 Leadership Presentations
Week 10 <i>No Class May 30</i> June 1, 3	FTF - Human Resources	Read Chapter 15	June 1 - Teams 2 & 3 Leadership Presentations June 3 – Team 1 Leadership Presentation
Finals Week		Quiz 3 – June 6 Reflection Segment 2 – June 9	

Note: Syllabus may be updated during the quarter

Academic Policies on Registrar website

(<https://www.seattleu.edu/redhawk-axis/academic-policies/>)

- Academic Integrity Policy
- Academic Grading Grievance Policy
- Professional Conduct Policy (only for those professional programs to which it applies)

Notice for students concerning Disabilities

Seattle University values diverse types of learners and is committed to ensuring that each student is afforded an equal opportunity to participate in learning experiences. Disability Services (DS) works with students with disabilities to provide reasonable accommodations to support their learning experiences. Disabilities include “invisible disabilities,” such as a learning disability, a chronic health problem, or a mental health condition. This could include any long-term effects of COVID, even after recovery (“long-COVID”), if a health care provider determines it is a chronic health problem. If you have, or suspect you may have, a disability that may interfere with your performance as a student in this course and have not yet been assessed by DS, please contact DS staff at DS@seattleu.edu or (206) 296-5740. Disability-based accommodations to course expectations can be made only through this process and must be approved by DS before implemented in a course. I am committed to working with you, so please consider meeting with me to discuss the logistics of implementing any accommodations approved by DS.

Office of Institutional Equity

Title IX of the Education Amendments of 1972 (Title IX) prohibits discrimination based on sex in educational programs or activities that receive Federal financial assistance. This prohibition includes sexual misconduct, which encompasses sexual harassment and sexual violence. Seattle U remains committed to providing a safe and equitable learning, living, and working environment. Seattle U offers emergency, medical, and other support resources, as well as assistance with safety and support measures, to community members who have experienced or been impacted by sexual misconduct.

Seattle U requires all faculty and staff to notify the University’s Title IX Coordinator if they become aware of any incident of sexual misconduct experienced by a student. For more information, please visit <https://www.seattleu.edu/equity/>. If you have any questions or concerns, you may also directly contact the Title IX Coordinator in the Office of Institutional Equity (**email:** oie@seattleu.edu; **phone:** 206.296.2824) University Resources and Policies

Please track and record the names of those individuals with whom you have been in close contact in class (including other students and faculty) in case SU Public Safety requires your assistance in contact tracing. For the purposes of contact tracing, “close contacts” are people who have been within six feet of you for 15 minutes or longer.