MOBTS 2019 Submission

Leadership Lessons: Real-time feedback loops

Abstract:

Leadership cannot be taught. Disagree? Join the session and state your case. This session will share insight on experiential learning techniques in leadership – students will be able to use immediately in their other courses – and in day to day real life in everything from employment to student group interaction. Take pieces of your own course and experiences and give students something they will be able to use after your class ends

Keywords: Leadership, Experiential, Feedback

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“You can’t teach leadership. “

This is what is say to my Master’s level Leadership class. Every year. Each year, I receive looks from the class which can be read as “I’m paying a lot of money to be here so…”.

Every year, I prove them wrong.

Leadership must be experienced. Every leader is different, every follower has a different story. Therefore, every leader/follower has an infinite amount of possibilities that must be understood, compartmentalized and experienced for the leader to somehow find the right path forward to motivate the individual to do as needed to get the job done.

I will be honest. This is not your typical academic session. I am a second career academic and have spent many years in the field working through the problems that are taught in today’s organizational behavior (Robbins & Judge, 2017) and leadership courses. I know what works – and have done many of the things that hasn’t worked. I’ve studied and taught these courses and more – the best theories and the ones that many forget.

Where this session, which is part of a series that has been taught at MOBTS, is not typical, it brings forth the challenges of the classroom and the methods with which to overcome by directly experiencing the challenges of leadership.

Experiential-based leadership (Lesko, 2018) is not a new concept, but uses in different methods are constantly evolving. Student based leadership, integrated simulation leadership, interactive leader interviews, and leadership playbooks are some of the elements that allow the students to bring the leadership textbooks and theories (Northouse, 2016) to life, and to find ways to immediately use them.

Some professors have spoken honestly about the fact they do not have the experiences to teach to these viewpoints, and we have found other methods to use and extract experience from the very students that are in class.

In this session, we will review years of experiential leadership lessons (Northouse, 2016) – including what works and what doesn’t work; a breakout session of best practices; and a handout & takeaway practices to use in leadership, business & OB classes.

References

Northouse, P. G, (2016) Introduction to Leadership. Sage Publications.

Prisant Lesko, A, (2018) Go Beyond the Job Description. SHRM Publishing

Robbins & Judge, (2017) Organizational Behavior. 17th Edition. Pearson Publishing.