

Course number		U-LAS70 10001 SJ50				
Course title (and course title in English)	ILASセミナー : Exploring Global Leadership Through the Lens of Diversity, Equity, and Inclusion(多様性、公平性、包括性の視点からグローバルリーダーシップを探る)		Instructor's name, job title, and department of affiliation	Institute for Liberal Arts and Sciences Senior Lecturer,LeBlanc Catherine		
	ILAS Seminar :Exploring Global Leadership Through the Lens of Diversity, Equity, and Inclusion					
Group	Seminars in Liberal Arts and Sciences		Number of credits	2	Number of weekly time blocks	1
Class style	seminar (Face-to-face course)	Year/semesters	2025・First semester		Quota (Freshman)	15 (10)
Target year	Mainly 1st year students	Eligible students	For all majors		Days and periods	Thu.5
Classroom	Seminar room 22, ILAS Bldg.				Language of instruction	English
Keyword	ジェンダ / leadership styles / women in leadership / DEI initiatives / intercultural competency					

[Overview and purpose of the course]

The purpose of this course is to explore principles and frameworks surrounding leadership, and how these are applied in a global society. This course will emphasize the evolving nature of leadership in light of recent global events and how these shifts are reflected locally. We will also focus on the need for flexibility and adaptability in an increasingly diverse society. Students will examine leadership issues related to culture, gender, and inclusivity, linking these concepts to their own perspectives. By reflecting on their personal values, vision, and decision-making processes, students will gain insights into how these factors influence their performance and relationships, and practice new leadership behaviors.

このコースの目的は、リーダーシップにまつわる原則や枠組みを探求し、それらがグローバル社会においてどのように適用されるかを探ることである。このコースでは、近年の世界的な出来事に照らして、リーダーシップの本質が進化していること、そしてその変化がどのように地域社会に反映されているかを強調する。また、ますます多様化する社会における柔軟性と適応性の必要性にも焦点を当てます。受講生は、文化、ジェンダー、包括性に関連するリーダーシップの問題を検討し、これらの概念を自分自身の視点と結びつけていきます。個人的な価値観、ビジョン、意思決定のプロセスを振り返ることで、これらの要素が自分のパフォーマンスや人間関係にどのような影響を与えるかについての洞察を深め、新たなリーダーシップ行動を実践します。

[Course objectives]

By the end of this course, students will be able to:

- Understand and describe the theory and practice of leadership and how it applies to global leaders.
- Understand intercultural and emotional intelligence and their importance in a diverse workplace.
- Recognize specific challenges for women in leadership and develop competencies to address these.
- Demonstrate effective communication skills through class discussions, presentations, and writing assignments to formulate clear and persuasive arguments.

[Course schedule and contents]

このセミナーは、主に英語で行われるが、E2科目として認められないことに注意すること。

The course will be adapted to the level and interest of the students. Therefore, the number of weeks for each topic may vary. Topics will include some of the following:

Week 1: Course introduction and overview - Why global leadership?

Week 2-4: Principles and Frameworks

- What is leadership and how do we talk about it?
- Leadership: challenges and opportunities

Week 5-7: Leadership and Culture

- Leadership styles
- Intercultural competency and communication
- Emotional intelligence

Week 8-10: Diversity and Inclusion

- Creating and leading in a supportive work environment
- Avoiding “ diversity pitfalls ”

Week 11-13: Women in leadership

- Women-led local and international initiatives
- Challenges, obstacles, and solutions
- Pervasive narratives for women in the workplace

Week 14: Course review and reflection

Week 16: Feedback

[Course requirements]

None

[Evaluation methods and policy]

A central part of this course will be pair, group, and whole-class discussions; therefore, active participation of students is crucial to the success of this course. Be prepared to discuss in English with other students and the lecturer; however, English language proficiency will not be part of the course evaluation. Students will be evaluated on class participation (40%), short reports (30%), and a final report/presentation (30%).

[Textbooks]

No textbooks; readings and other materials will be introduced and distributed before the class.

[References, etc.]

(References, etc.)

Edited by Mark E. Mendenhall, Joyce Osland, Allan Bird, Gary R. Oddou, Michael J. Stevens, Martha Maznevski, G#252nter K. Stahl 『Global Leadership: Research, Practice, and Development (Global HRM) 』 (2017) (Some content from this book may be discussed in class.)

Tracey Camilleri, Samantha Rockey, and Robin Dunbar 『The Social Brain: The Psychology of Successful Groups 』 (2023) (Some content from this book may be discussed in class.)

Craig Calhoun 『Dictionary of the Social Sciences 』 (2002)

[Study outside of class (preparation and review)]

Students are expected to read and/or view audio-visual materials, write short reports, and prepare for class discussion.

[Other information (office hours, etc.)]

Classes will be conducted mainly in English, but some supporting materials and explanations are available in Japanese. Students are welcome to ask questions in English or Japanese during and/or after the class. Students can also make an appointment directly or via email for further questions and discussion.

[Essential courses]