

# Dakota County Technical College

## SMGT 2110: Leading a Multicultural Workforce

### A. COURSE DESCRIPTION

Credits: 3

Lecture Hours/Week: 3

Lab Hours/Week: \*.\*

OJT Hours/Week: \*.\*

Prerequisites: None

Corequisites: None

MnTC Goals: None

Learn how to adapt global and multicultural contexts into traditional leadership theories. Develop assimilation strategies that do not lose the many advantages that diversity offers. Examine the leadership challenges regarding ethics, social responsibility, accountability and training in a multicultural environment. Choose appropriate leadership styles to build teamwork and collaboration. Raise the awareness of the workforce at all levels to leverage the value of diversity. Prerequisites: None.

**B. COURSE EFFECTIVE DATES:** 08/25/2008 - Present

### C. OUTLINE OF MAJOR CONTENT AREAS

### D. LEARNING OUTCOMES (General)

1. assess individual, professional, organizational, and societal levels for multicultural competence
2. build multicultural teamwork and collaboration demonstrate ethics & social responsibility
3. choose appropriate leadership styles
4. compare and contrast leadership and multicultural leadership
5. create a leadership portfolio
6. discuss global multicultural leadership competencies
7. establish and maintain relationships
8. examine effective communication methods
9. identify barriers and techniques to overcome them
10. instill personal accountability and effective work habits
11. lead training initiatives to increase diversity awareness
12. leverage the advantages of diversity when setting vision, mission and goals
13. re-model traditional training and learning theories
14. stimulate assimilation into a common organizational culture
15. use motivation techniques that appeal to different personalities and cultures

### E. Minnesota Transfer Curriculum Goal Area(s) and Competencies

None

### F. LEARNER OUTCOMES ASSESSMENT

As noted on course syllabus

### G. SPECIAL INFORMATION

None noted