

# Dakota County Technical College

## BUSN 1330: 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.

**B. COURSE EFFECTIVE DATES:** 05/21/2014 - Present

### C. OUTLINE OF MAJOR CONTENT AREAS

### D. LEARNING OUTCOMES (General)

1. Build multicultural teamwork and collaboration
2. Choose appropriate leadership styles
3. Compare and contrast leadership and multicultural leadership
4. Demonstrate ethics & social responsibility
5. Establish and maintain relationships
6. Instill personal accountability and effective work habits
7. Leverage the advantages of diversity when setting vision, mission and goals
8. Stimulate assimilation into a common organizational culture
9. Use motivation techniques that appeal to different personalities and cultures
10. Assess individual, professional, organizational, and societal levels for multicultural competence
11. Create a leadership portfolio
12. Discuss global multicultural leadership competencies
13. Examine effective communication methods
14. Identify barriers and techniques to overcome them
15. Lead training initiatives to increase diversity awareness
16. Re-model traditional training and learning theories

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

None

### F. LEARNER OUTCOMES ASSESSMENT

As noted on course syllabus

**G. SPECIAL INFORMATION**

None noted