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Using simple technology to engage student learning in large enrollment courses.

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Session Overview

- Framing engagement in large leadership classroom
- Three Simple Tips:
  - Music
  - Audience response systems (i-clickers)
  - Innovative group project presentations
- Plus 1 more…that works for me

AGED 260: Introduction to Leadership Studies

- Interdisciplinary-freshman through senior
- Survey course of major leadership theories
- First in the required sequence for the Minor in Leadership Studies
- 180+ students each semester

Name a Leader

- Write down the name of one leader and one reason why you identified this leader.
- Now, pair and share each of you describing your leader—Go!

Music in the Classroom

- Have a purpose
- Find music that makes sense for your topic
- Reaches a broad audience
- Signifies experiential activity
- Clear end of activity
- Provides a “break”
- Engage students in finding appropriate music

Examples

- Servant Leadership—putting followers first and guiding followers and organizations to do the right thing.

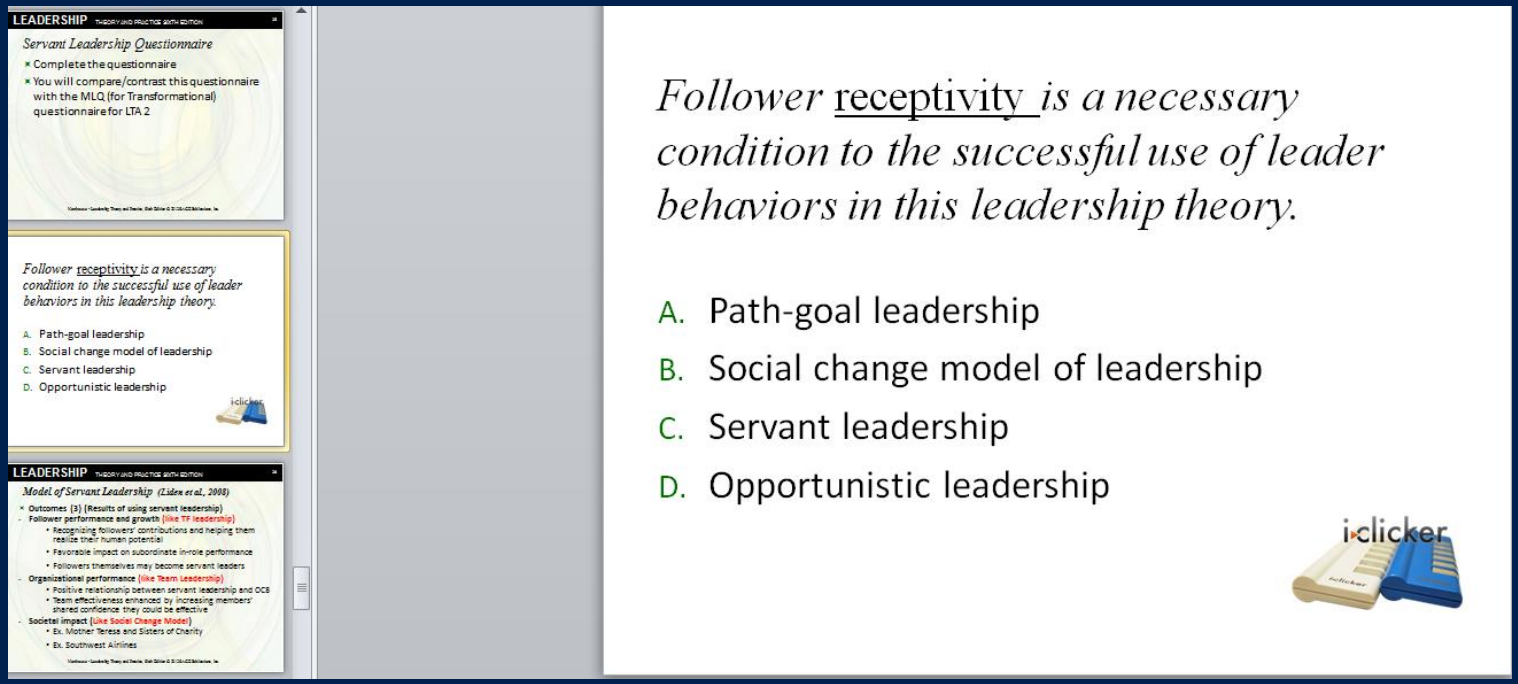
Lady Antebellum-Act of Valor "I was here"

- Values-based leadership—social change model, ethical leadership, servant and transformational leadership.

Fun-Some Nights "Some Nights"

Audience Response Systems ("Clickers")

- Illinois i-clicker



i-clickers-Practices for engagement and student learning

- Specific goals for using i-clickers (Duncan, 2008)
- Explain to students why you are using clickers (Duncan, 2008; Draper, 1998; Dallaire, 2011;Lantz, 2010)
- Type and timing of questions (Weerts, 2009)
- Peer instruction in real time (Duncan, 2008; Lantz & Stawiski, 2014; Weerts, 2009)
- Not less than 5% nor more than 15% of course grade (Caldwell, 2007)
- It's the discussion of i-clicker questions that produces the learning. (Lantz & Stawiski,2014)

Figure 1. Rate how helpful i-Clicker questions are in helping you learn course material.

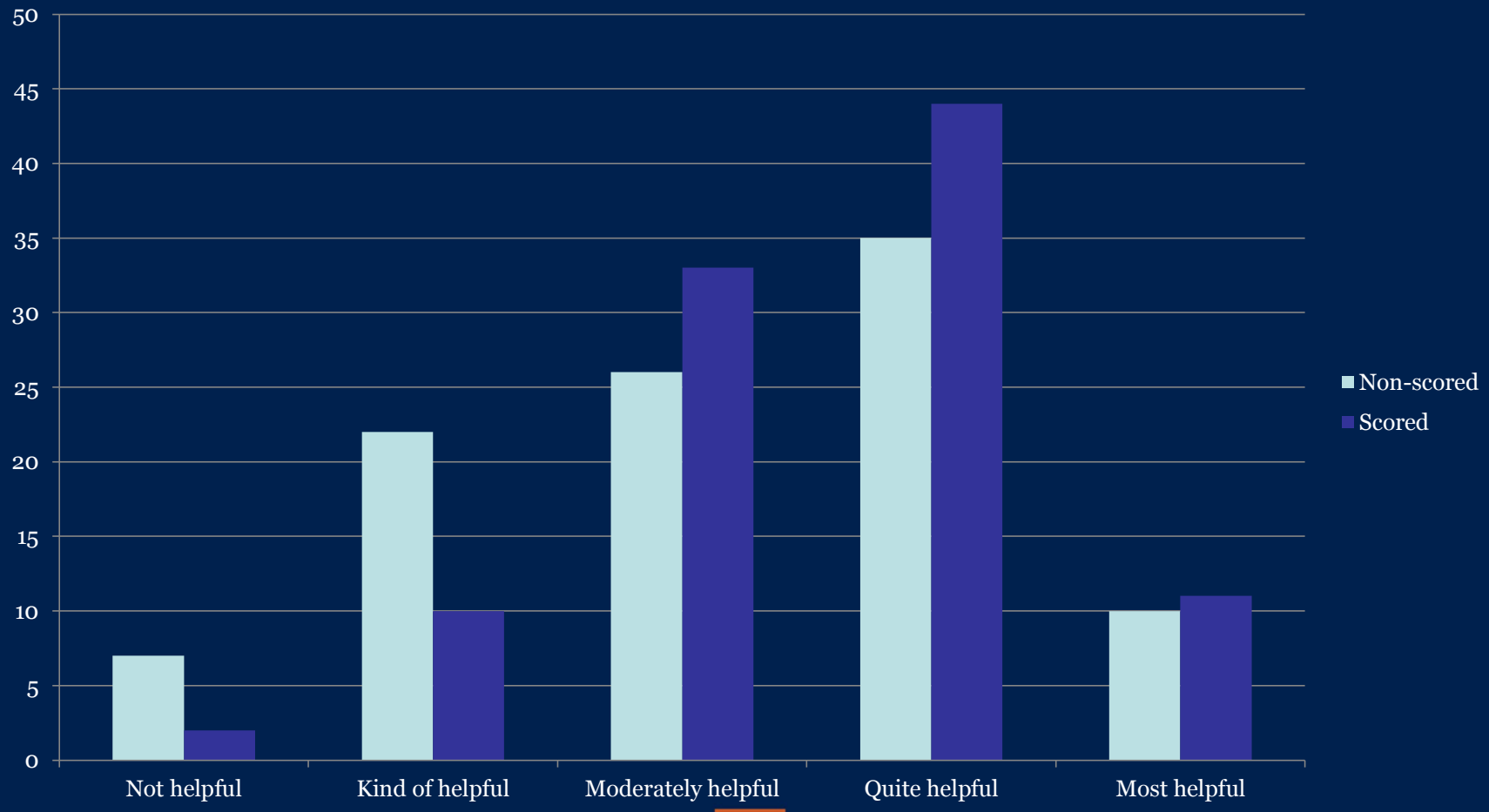
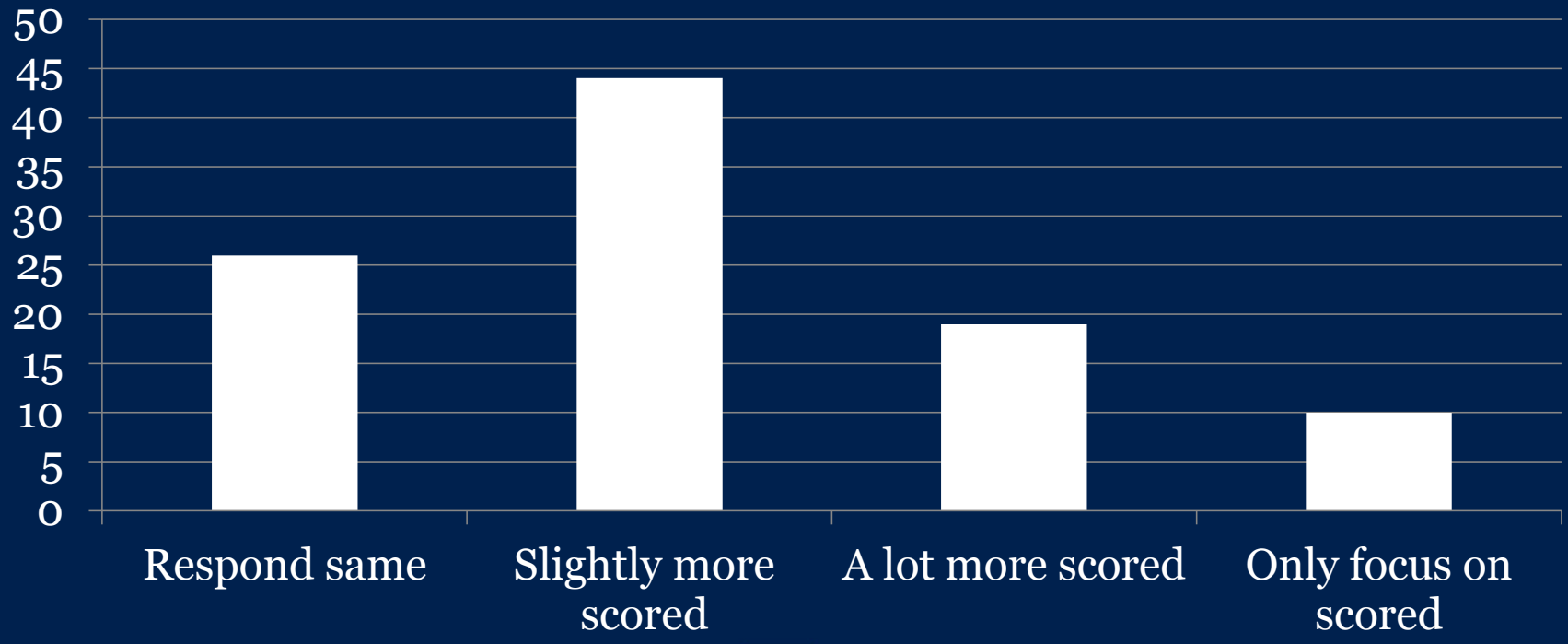
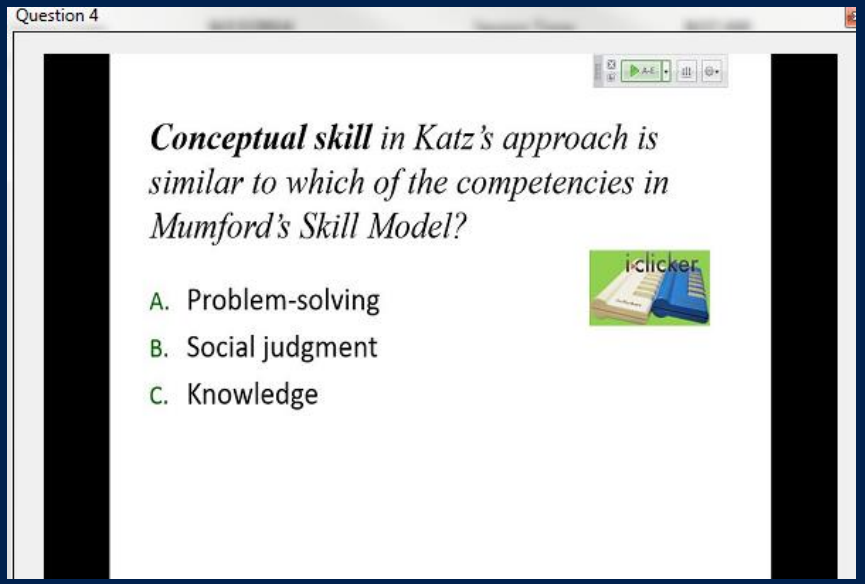


Figure 2. Rate the difference in how much time and thought you put into scored vs. non-scored iClicker questions.

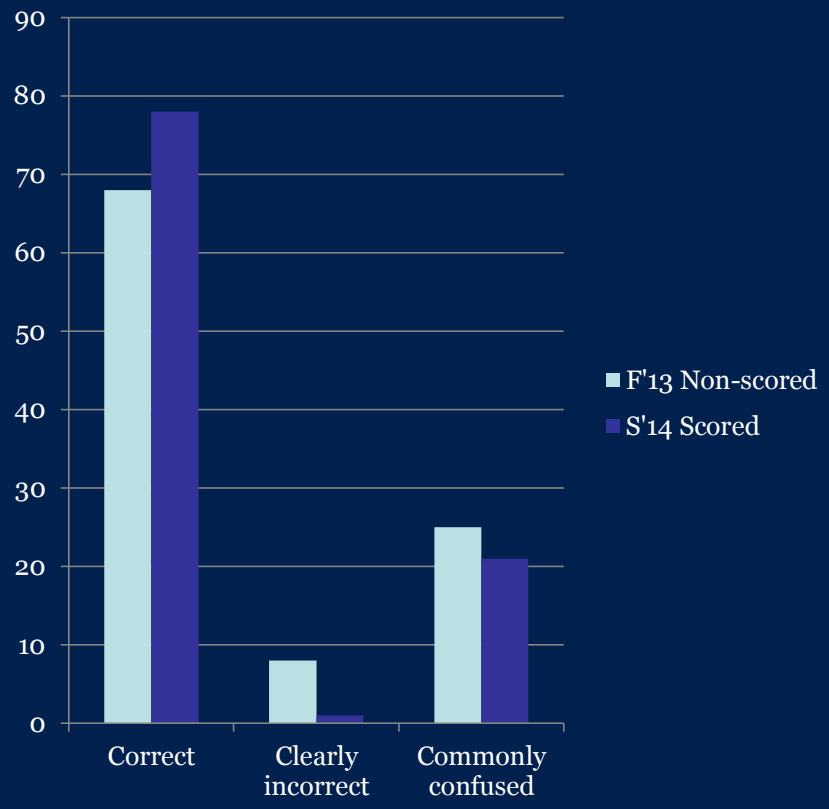


Sample Question

Classroom Scored Question



Results



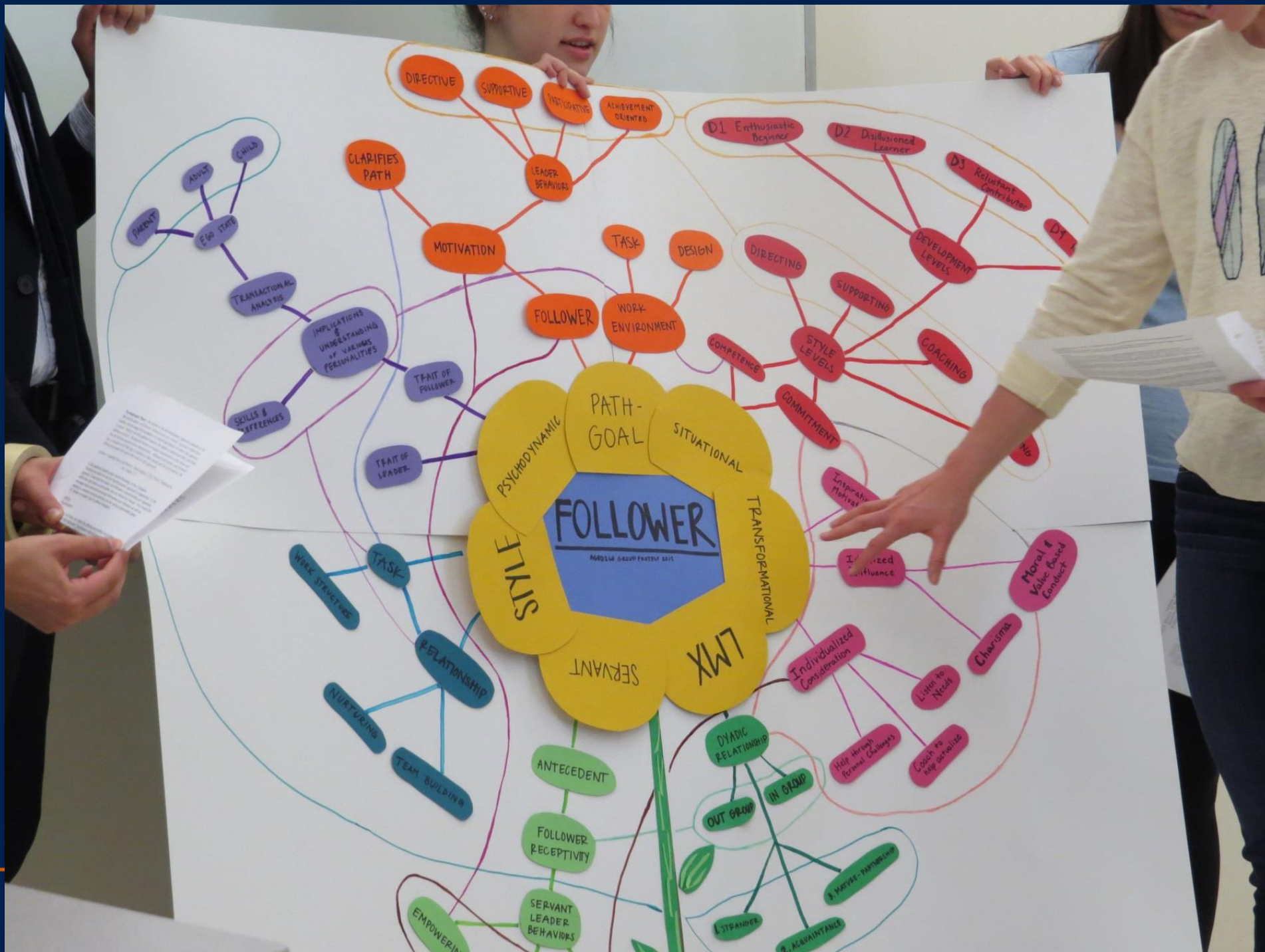
Our Group Project Presentation

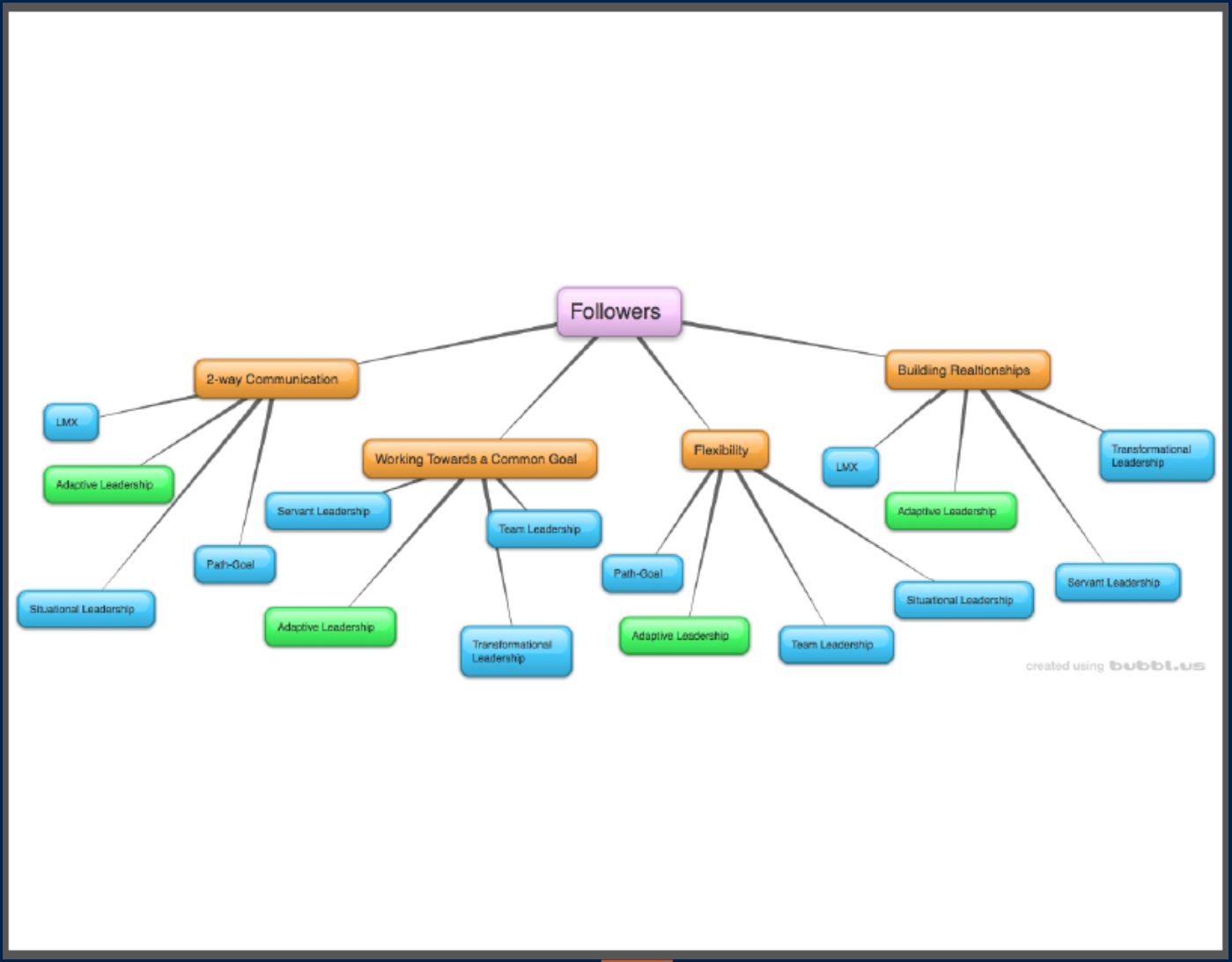
- Benefits in a large leadership course
  - Builds community
  - Practice leadership in the way we are teaching leadership (interactions, relational, group process)
  - Team processing
  - Innovation
- Final presentation style rule: “No PowerPoint, no Prezi”
- Yikes, what will happen?!

LMX
EI
Path-Goal
Transformational
Style
Situational
Behavior Tree
Psychodynamic

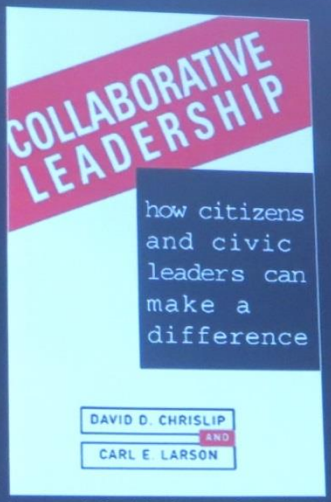
STYLE
How does the leader effect Performance?
Build Camaraderie
Behaviors
Task
Relat
How much of an impact does the leader's behavior have on the Followers?
SITUATIONAL
FOLLOWERS MOVE BACK AND FORTH ALONG A DEVELOPMENTAL CONTINUUM
THIS APPROACH FOCUSES ON THE IMPORTANCE OF
AND ADAPTING HIS OR HER STYLE TO WHAT HIS OR HER FOLLOWERS NEED.
LEADER FOR
DIRECTING
LMX
Leaders
IN Group
Followers
Low Mobility
Low Commitment
Low Collaboration
Psycho Dynamic Theory
Toleration
Psychological Profile
Understanding
Personality Characteristics
Controlling Boss
Lazy Follower
Weird Quirks
Followers
People
Feelings
Motivation
Leadership Process
Followers are the people on whom leaders depend and lead to the common goal which they are trying to achieve. Follower-based leadership is when a leader puts their focus and effort into the followers in order to make it easier for them to accomplish their tasks and goals. Focusing on followers is important because leadership is both a process and a reciprocal relationship between leaders and followers.
Distinctive
Path-Goal Theory
Supportive
Desire for Control
Focus
Goal is to find the right Motivation Style
Work Place
Produces Results!
Money!
Rewards
Boss Needs to be Supportive! Provide Employees with what they need!
Not what the employee can do for you But what you can do for your employee!
Achievement-Oriented
Servant
Paradox: both service · influence
ANTECEDENT CONDITIONS
context + cultures
leader attributes
follower receptivity
BEHAVIORS
conceptualizing
Emotional Healing
Putting Followers First
Helping Followers Grow + Succeed
Behaving Ethically
Empowering
Creating Value for the Community
OUTCOMES
Follower Performance + Growth
Organizational Performance
Societal Impact
Lidert et al., 2008
TEAM LEADERSHIP
ADD Value!
Boost Morale
You Can Do It!!
1. Focus on the Goal
2. Ensure a Collaborative Climate
3. Build Confidence
4. Demonstrate Sufficient Technical Know-How
5. Set Priorities
6. Manage Performance
Effective Team Leaders
Improve Follower Performance

BEHAVIOR
SKILLS APPROACH
→The way of learning an ability and applying knowledge to achieve goals
→Having human skills and understanding how to work in a group
STYLE APPROACH
→What leaders do and how they act towards their followers
•Task: achieve objectives
•Relationship
PATH-GOAL
→How leaders motivate subordinates to accomplish designated goals
→Chosing behaviors that complement what is missing in the work setting
ENTREPRENEURIAL
→The ability to understand and manage our own emotions and those of the people around you
BIOGRAPHICAL
•Understanding their behavior as a result of their personality
TRAIT APPROACH


FOLLOWER
PATH-GOAL
SITUATIONAL
TRANSFORMATIONAL
LMX
SERVANT
STYLE
PSYCHODYNAMIC
DIRECTIVE
SUPPORTIVE
ACHIEVEMENT ORIENTED
LEADER BEHAVIORS
CLARIFIES PATH
MOTIVATION
FOLLOWER
TASK
DESIGN
WORK ENVIRONMENT
D1 Enthusiastic Beginner
D2 Disillusioned Learner
D3 Reluctant Contributor
DEVELOPMENT LEVELS
DIRECTING
SUPPORTING
COACHING
STYLE LEVELS
COMPETENCE
COMMITMENT
PARENT
ADULT
CHILD
EGO STATE
TRANSACTIONAL ANALYSIS
IMPLICATIONS & UNDERSTANDING OF VARIOUS PERSONALITIES
SKILLS & PREFERENCES
TRAIT OF FOLLOWER
TRAIT OF LEADER
TASK
WORK STRUCTURE
RELATIONSHIP
NURTURING
TEAM BUILDING
Individualized Consideration
Listen to Needs
Help through Personal Challenges
Coach to help Actualize
Charisma
Moral & Value Based Conduct
DYADIC RELATIONSHIP
IN GROUP
OUT GROUP
ANTECEDENT
FOLLOWER RECEPTIVITY
SERVANT LEADER BEHAVIORS
EMPOWERING
STRANGER
ACQUAINTANCE
PARTNERSHIP


Followers
2-way Communication
LMX
Adaptive Leadership
Path-Goal
Situational Leadership
Working Towards a Common Goal
Servant Leadership
Team Leadership
Adaptive Leadership
Transformational Leadership
Flexibility
Path-Goal
Adaptive Leadership
Team Leadership
Situational Leadership
Building Realtionships
LMX
Adaptive Leadership
Transformational Leadership
Servant Leadership
created using bubbl.us

the followers to get the work done effectively.



Chrislip and Larson are not the only writers who have taken a stab at laying out the best methods for accomplishing a collaborative group atmosphere, however. Another notable collaborative model comes from Hank Rubin, the author of "Collaborative Leadership: Developing Effective Partnerships for Communities and Schools" and the President of the Institute of Collaborative Leadership. Rubin states that the ability of the leader to assess the followers and influence them in a way that will inspire and motivate them through moulding their behaviors and beliefs to fit a collaborative mindset. This ability to behave in a way that brings out the best in group members has a lot to do with emotional intelligence, especially social awareness.

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- Password protected digital storage
- AGED 260 “Channel”

Plus 1 Tip-Video Course Summary

- Shows learning process over 16 weeks
- Does not use PowerPoint
- Demonstrates creativity
- Incorporates student work
- Illinois Media Space

Summary

- Choose your technology based on pedagogy
- Anticipate that sometime your technology will crash (and have a plan)
- Good teaching and learning practice includes multiple methods and education styles
- Using “clickers”-develop high level questions; encourage students to interact and peer teach
- Fit the technology to your personality and style

Adapted in part from: Brown, R and Stephenson, T. (2014). Guiding principles for teaching with technology. NACTA Teaching Tips/Notes, June 2014.

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