

**POLS\*4250/6550 Topics in Public Management - Public Sector Leadership****Credit Weighting:** 1.0/0.50**Pre-/Co-Requisites:****Restrictions:****INSTRUCTOR INFORMATION****Name:** Tim A. Mau**Email:** tmau@uoguelph.ca**Office Location:** Mack 531**GENERAL DETAILS**

The world has changed dramatically in the past several decades: it has grown more complex, global, inter-connected and the exigencies of competitiveness increasingly dictate that all organizations – be they private, public or non-profit – must recruit and develop knowledge-based employees. While it is absolutely critical that these organizations, if they are going to succeed in this new environment, are led by individuals who have technical knowledge, maturity, self-awareness and vision, increasingly there has been recognition of the need to develop leadership capacity throughout the organization. However, the reality is that most organizations lack the talent needed to grow and prosper in this environment. Despite earlier claims to the contrary, the public sector is no different in that regard. As such, this fourth year seminar/graduate class in public management and administration will focus on one of the most critical human resources issues facing the public service, namely the identification, recruitment and training of civil servants to provide leadership for the creation of public policy and the implementation of public services to citizens.

**LEARNING OBJECTIVES**

Students who have completed this course should be able to:

- (i) categorize the various theories and models of leadership;
- (ii) synthesize and integrate ideas related to leadership as outlined in the leadership literature and apply it to the field of public management and administration;
- (iii) understand the purpose and importance of strong, ethical public sector leadership;
- (iv) identify and evaluate applications of leadership in the public sector;
- (v) recognize the tremendous challenges of and opportunities for public sector leadership;
- (vi) critically assess the extent to which the public service is able to effectively develop leadership capacity;
- (vii) express clear and sound positions on issues related to public sector leadership;
- (viii) communicate confidently and effectively; and
- (ix) enhance their self-awareness by completing a self-assessment exercise.

**METHOD OF ASSESSMENT**

TBD

**REQUIRED READING**

Paul 't Hart and Lars Tummars. Understanding Public Leadership. 2nd Edition. (London: Red Globe Press, 2019).  
Roger Gill. Theory and Practice of Leadership. 2nd Edition. (London: Sage, 2012)