DEPARTMENT OF
POLITICAL SCIENCE

POLS 4250 Topics in Public Management

Credit Weighting: 1.0 **Pre-/Co-Requisites:** POLS*2250 and 1.00 c **Restrictions:**

INSTRUCTOR INFORMATION

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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 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 assume positions of leadership.

As Joseph Rost so eloquently and forcefully argued, it is imperative that scholars move beyond the outmoded industrial paradigm of leadership as good management. The concepts of leadership and management, while they are inter-related in many important respects, must be understood as two distinct phenomena. Therefore, the course explores the theories, models and definitions of leadership that have evolved in the literature (related primarily to private sector organizations) and highlights the often-cited distinctions between leadership and management.

LEARNING OBJECTIVES

Students who have completed this course should be able to:
(i)
(ii)
management and administration;
(iii)
(iv)
(v)
(vi)
continuous learning;
(vii)
leadership;
(viii)

METHOD OF ASSESSMENT

Icon Paper
Thought Paper
Presentation
Participation
Take-Home Final

REQUIRED READING

TBD & Selected Articles