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An Interdisciplinary, International Approach to Teaching Transformative Leadership

Albert-Ludwigs-Universität Freiburg

UNI
FREIBURG

Leadership in Values-based, Nonprofit, and Charity Organizations

Values-based, nonprofit and charity organizations are a growing force in our society and their leaders must be equipped to carry out the organization's mission while juggling financial responsibilities and competing against organizations in the for-profit sector. Universities and other educational institutions play an important role in preparing students who will become future leaders in these organizations to face ethical challenges and take appropriate action. Based on the "Transformative Leadership" model, which aims to effect positive change in society by focusing on ethical values, we are creating a blended-learning seminar for Master's students in business and theology (particularly Public and Nonprofit and Caritas Science) from the European Campus.

"It's very useful to speak together and it's nice to discuss different points of view and find out that working in a team with different skills leads to a better outcome."
-Student from pilot

1. Pilot Project (WS 16/17)

Course Title

- "Needs Assessment as the Basis for Transformative Leadership"

Course Aim

- Students learn to identify hidden/uncovered psycho-social needs within the community by conducting a community needs assessment in their city/region.

Course Design

- Seminar with 4 ECTS (ungraded, pass/fail)
- Students (N=12):
 - University of Freiburg (B.Sc. Public and Nonprofit Management, M.A. Caritas Science and Christian Social Ethics)
 - University of Basel (B.A./M.A. Business and Economics)
 - University of Straßburg (B.A./M.A. Theology and Ethics)

Structure:



Work in the field in cooperation with local organizations

Course Evaluation

What would you keep the same about this seminar?

- Internationality
- Interdisciplinarity
- Small groups
- Meeting at each participating university
- Practical experience in social organizations
- Flexibility with projects

What would you change about this seminar?

- More time for meetings
- More peer interaction/exchange between countries
- More input on topics related to nonprofit management and welfare systems of each country
- Reduce language barriers

2. Instructional Development Award (IDA) – Project (October 2017 – March 2019)

Course Title

- "Transformative Leadership: A Sustainable Leadership Model for Values-Based Organizations"

Course Aim

- Students acquire skills that enable them to become transformative leaders. This includes – in addition to subject knowledge – intercultural, social/communication, personal, and ethical competence.

Course Design

- Seminar with 6 ECTS (graded)
- Form of examination: E-portfolio
- Students (ca. 20):
 - University of Freiburg (M.Sc. Public and Nonprofit Management, M.Sc. Economics, M.A. Caritas Science and Christian Social Ethics, Mag. Theology)
 - University of Basel (B.A./M.A. Business and Economics)
 - University of Straßburg (B.A./M.A. Theology and Ethics)
- Structure:

