**MGT522: Leadership and communication**

Final project: group (5ish people):

**Exploring leadership and communication within diverse contexts.**

Presentations will be the last week

PowerPoint Presentation:

**Marks: 40**

**20**: 10 page report (MAXIMUM!!!). This does not include cover page (MAKE SURE YOU PUT YOUR NAME

& ID ON IT), work flow page, and Reference list.

**20**: PowerPoint & presentation. 15 minutes. (because of time vs class size, the presentations may be

recorded. TBD.)

Your group project asks you to investigate a real problem that occurred at CBC, Canada’s public broadcaster (equivalent of the BBC) focusing on leadership, power, and communication.

The case explores the rise and downfall of the emerging CBC superstar, Jian Ghomeshi, who was going to modernize the stodgy national broadcaster and move from an older Canadian audience to a youthful demographic. Jian was a superstar and senior management catered to all his concerns and demands. This led to employee complaints against the show’s star host, Jian Ghomeshi. The employees alleged that Ghomeshi’s treatment of employees was problematic and contrary to the corporation’s values and policies. This was not the first time that complaints had surfaced against the show’s star. A few years earlier, a female employee alleged that she had been mistreated by Ghomeshi, and had already resigned. Senior management knew they faced some difficult decisions because Ghomeshi had strong support among the CBC executive, including from their boss, Chris Boyce, executive director of CBC radio.

You are to interrogate this case focusing on the issues of leadership, power, and communication. Following is a link that gives a brief commentary on the case

<https://www.youtube.com/watch?v=qkUXnoQy3r4> (warning, some crude language)

Upon successful completion of this short case, you should be able to

• To explore the issue of abusive leadership/supervision, including its impact on employees and organizations, and steps that can be taken to counteract it.

• consider the multiple bases of power within an organization.

• discuss the importance of employee voice in organizations and understand the forces that can inhibit or encourage this behaviour. (communication within an organization)

• To examine how a leader’s character can fuel leadership action i.e. ethical leadership behaviour

Following are some questions to help you focus your research. A GUIDE ONLY

1. What negative behaviour is attributed to Ghomeshi? What was the impact of his alleged behaviour on Q employees?

2. Why did the employees get together to compile the Red Sky presentation for Groen and Noorani? What risks did they take by following this course of action? What else could they have done?

3. If it is true that Ghomeshi treated Q staff extremely poorly over a long period of time (e.g., from April 2007 to July 2012), how was he able to get away with it for so long without being reprimanded, despite being employed in an organization that had stated values and policies in place to protect employees?

4. What are Groen and Noorani’s options now? What are the risks and expected outcomes of each option? If you were in their position, what would you do? Why? How would you go about doing it?

5. What does this case teach us about leadership character?

6. What does this case teach us about communication?

7. What does this case teach us about power?

**You should include the following in your report.**

* Introduction that is general and sets the stage for what will be discussed (introduce and help focus on relevant issues – leadership, power, communication.
* Briefly describe the case focusing on the issue.
* Introduce briefly the ‘theories’ you may draw on to underpin your interrogation.
* Deconstruct the case drawing on theory and providing evidence
* Present solutions to address the problems NB: don’t forget there are multiple stakeholders (Corporation, employees, viewing audience, government)
* Key takeaways and seating in the UAE context.
  1. I.e. Relevance to your experience.
  2. Transferability of ideas to you milieu.
* Conclusion

Part 2:

* Develop a Research Presentation and give a 15-minute presentation.

Part 3:

* Work flow form below

To complete this case:

Draw on your notes and text.

Some articles will be provided.

**Your report submission: (missing parts will lose 2 points per missing component)**

Coverpage : Each person & ID

Work flow form below

Report: 10 pages. 1 inch margins, 12 point font, page numbers.

References

Submitted via BlackBoard.

Lose 1 grade for late submissions.

Save and submit. Save as (MGT522 grp X Captain’s name)

PowerPoint presentation

ALL INCLUDED IN 1 FILE (THERE ARE MANY FREE PIECES OF SOFTWARE ON LINE THAT COMBINES DIFFERENT FORMATS)

Team Reflection & Work Review Sheet

Team Number:

Members: Last name, First name, ID:

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Team Meetings held prior to Project presentation: (day, Time, Format)

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Reflection on Teamwork Strengths & Weaknesses:

(*In this section, you are asked to reflect on your strengths & weaknesses of your work as a team.* ***How did you complete the task?)***

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Please confirm that those below (signature) participated actively in the project work.

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Rubric for group project:

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| Criteria | A (Excellent) | B+ (Very Good) | B (Good ) | C+ (Weak) |
| Appearance | Exceptionally attractive in terms of design, layout, and neatness. Excellent, grammar, references etc. | Attractive in terms of design, layout, and neatness. Good grammar, references etc. | Somewhat attractive, some elements are messy. Adequate, grammar, references. | Distractingly messy or very poorly designed; not attractive. Some references in appropriate or missing. Grammar etc weak |
| Objective & conclusion | Purpose is explicit. Draws a clear fulsome conclusion. Considers the cultural relevance of model. | Purpose is implicit. Draws conclusion but may not consider the cultural dimension. | Purpose is vague.  Conclusion is vague. | Purpose is not evident. Conclusion is not evident. |
| Content | Contains all elements( e.g., introduction / background, purpose, process, conclusion, references) | Contains most elements (e.g., introduction/ background, etc.) | Contains some elements (e.g., introduction / background, etc.) | . Contains few elements (e.g., introduction / background, etc.) |
| Content examples, analysis and conclusion | Provides evidence based examples at all levels and clearly explains relevance. . | Provides examples at some levels and clearly explains relevance. | Provides a few examples. Weak explanation of relevance s | Provides examples. Relevance unclear |
| Organization and Flow | Exceptionally organized, appears logical, with clear flow of ideas from one section to the next | Well organized, but in some areas lacks flow from one section to the next | Somewhat organized; lacks flow from one section to the next | Disorganized and illogical flow |
| Presentation | Clear introduction and conclusion. Accompany the poster/video with appropriate relevant comments that enhance meaning of the presentation. Integrated presentation team All speak. Within time limit. | Has an introduction and a conclusion and accompany poster/video with relevant appropriate comments. Some speak/ some read. Could use more integration o presentation. May be slightly off time limit | Generally just reiterated the information on the poster/video and made a few relevant comments. Most read. Too short or too long time wise | Just reiterated the information on the poster/video. Most read. Too short or too long. |