

OLS274 – Fred Huffman's Class

This project allows you to demonstrate your ability to examine and organize what has been learned in our class through a real world situation with real supervisors/managers. You need to demonstrate your knowledge and understanding of leadership by applying your new knowledge to specific situations that a supervisor may encounter while performing their duties. Use this project to increase your knowledge and show what you have learned. **Don't just repeat what the supervisor said.**

Supervisor Individual Project (SIP)

Due April 16, 2019.

1. Locate and interview a supervisor. Think of this as a career development opportunity in addition to being a class assignment. This is a great opportunity to develop a relationship with a new mentor or to research a company or a field of interest. Do NOT interview a parent, sibling or your best friend. Do interview a person who actually supervises people, not a project manager.
2. Create a list of 5 or more questions to ask during the interview with a supervisor which are to be handed in with your paper. You may ask Fred if you are having trouble developing questions.
3. Conduct the interview **IN PERSON** – not over the phone or via email without my permission.
4. Write a report of your findings in essay format (4 – 6 typed pages) double-spaced. Tie the interview to course material or other material you have studied. Write more than just what you heard during the interview. **Also, answer the following questions:**

What do you think was the **most** interesting aspect of this supervisor's job?

What do you think was the **least** interesting aspect of this supervisor's job?

What did you learn from the interview?

If you are currently working, what will you do differently as a result of the interview?

If you are NOT currently working, what will you do differently as a result of the interview?

5. The SIP is worth 100 points – each area is worth a max of 15 points for a total of 90 points. An additional 10 points is available – will be discussed in class.

CRITERIA	NOT EFFECTIVE (NE)	SOMEWHAT EFFECTIVE (SE)	EFFECTIVE (E)	VERY EFFECTIVE (VE)		INSTRUCTOR COMMENTS
	0-3	3-6	6-10	10-15	Total	
Identifies core leadership concepts discussed in class and the book: ie Motivating, Delegating, Developing Groups Communication, Decision making, Handling Conflict. & the STAR	Student does not include objective discussion of key concepts and/or omits discussion of behavior that defines a leader's development level. Does not even hint if interviewee is a leader or a boss.	Student lists a single concept but does not clearly show relationship between their interview and class material we studied. Does not clearly discuss the behavior that reveals the leader's development level.	Student compares and contrasts established theories, along with their own opinions and is able to defend their position. Several concepts in the criteria column are discussed.	Student compares and contrasts "numerous" theories we discussed in class. Links experiences the supervisor described to class material. Understands competent vs. incompetent leadership. Discusses if interviewee is a leader or a boss.		

Points	0-3	3-6	6-10	10-15	Total	Comments
Richness of Observation	Just reported the facts in a matter of fact writing.	Reported a combination of facts and feelings observed in a matter of fact writing.	Reported a combination of facts and feelings observed, used some of this data to describe the supervisor.	Reported a combination of facts & feelings in a way to show you really understood what was happening.		
Sort and analyze data using reporting format specified on the front of this page (1-4).	Paper is not laid out according to project specifications and format. Paper is late.	Student does use parts of the required format and cites sources, but it is not accurate or complete.	Student uses required format for the SIP document with only minor errors.	Student effectively uses required format for the SIP document free of errors.		
Writing Ability	Incomplete sentences, wrong verb tenses, major spelling errors.	Readable and fairly well written but many spelling or English errors.	Readable and well written with several spelling or English errors.	Readable and well written with few if any spelling or English errors.		
Development of interview questions	No questions developed or none handed in with paper.	Handed in questions that were developed for the interview. Most questions were closed.	Handed in questions developed for the interview. Questions were a combination of open and closed questions.	Handed in questions developed for the interview. Questions were open questions unless a closed question was needed.		
Describe your personal learning from the interview and how you can apply this in the future.	No description provided.	Described observations but did not link the project to future life events.	Described single meaningful observation that linked the SIP project to future life events.	Described multiple meaningful observations that linked the SIP project to the future.		

Overall Comments

TOTAL POINTS (Max 100)
