



**THE OHIO STATE UNIVERSITY**  
COLLEGE OF ENGINEERING

# Inclusive Leadership Practice for Emerging Professionals

## ENGR 4375

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**Credit Hours:**

1.00 - 1.00

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**Course Levels:**

Undergraduate (1000-5000 level)

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**Course Components:**

Seminar

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**Course Description:**

To provide engineering students with the tools and techniques that allow them to develop their confidence, leadership style, and community of support in their academic and professional careers.

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**Course Goals / Objectives:**

- Through participation in this course, students will: Articulate a personalized understanding of what it means to be an inclusive leader in engineering;
  - Identify personal and professional strengths and values that can be connected to an inclusive leadership style;
  - Reflect on social identities and describe how they impact leadership style and perceptions of our leadership;
  - Reflect on how race and gender are social constructs that result in inequity in engineering;
  - Articulate how power, privilege, and oppression operate within areas of shared responsibility between members of a project team or organization;
  - Describe strategies for navigating bias in the workplace, including as an ally
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**Course Topics:**

- Introductions; Class Overview; Group Norms; Definition of Inclusive Leadership
  - Clifton Strengths Assessment; Connection to Identity and Leadership
  - Values, Leadership, and Personal Brand
  - Social Identity, Intersectionality, and the Influence in Leadership
  - Networking, Linked In, Small Talk, Community of Support
  - Team Work – Active Listening, Trust, Empathy, Body Language
  - Power and Privilege and its Impact on Teams, Leadership, and Personal and Professional Interactions
  - Implicit Bias and Microaggressions in Academic and Professional Engineering Settings
  - Masculinity, Femininity, and All in Between
  - Impact of Race and Gender on Leadership Style
  - Inequity in Engineering
  - Critical Conversations
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**Designation:**

Elective