



**ARCADA UNIVERSITY
OF APPLIED SCIENCES**



På skilda håll, men tillsammans, så lär vi oss - Online-lärande i kursmodulen *Making Sense of Leadership*



Separatedly together -that's how we learn

Christa Tigerstedt & Maria Forss, Arcada



Presentation outline:

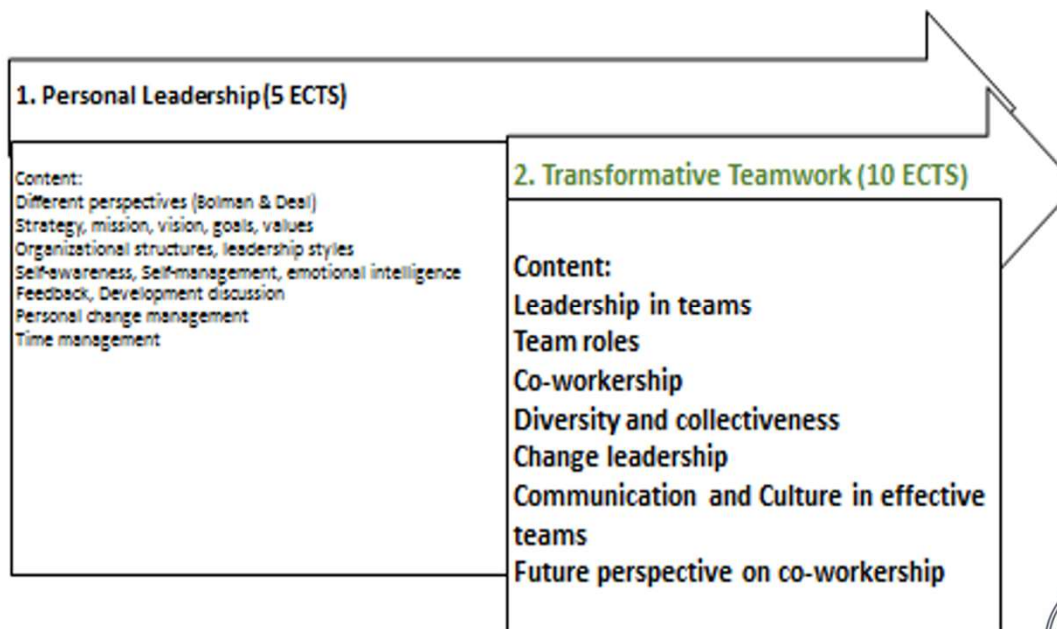
- 1. Introduction**
- 2. Collaborative learning**
- 3. The role of the teacher**
- 4. Methodology and data**
- 5. Learnings**

The module: Making Sense of Leadership, 15 ECTS

- Students 2016: 70 (2x)
- Students 2017: 160
- (Student 2018: 260)
- Students from different fields of study and from different HEIs
 - Degree students, exchange and open education students
- Teacher team: 3 coaching teachers
- Progressing weekly, 5 weeks per 5 credits
- Multiple and varied examinations
- 10-20 teams with students (teams formed by the teacher)

Timetable: 5.6.2017-31.7.2017

Making Sense of Leadership (15 ECTS) Extension studies



ARCADA
SUMMER SCHOOL

Pedagogical aspects

- Online teaching and learning
- **Collaborative learning**
- Self-governed learning

Role of the teacher

- Teacher teams
- Coaching style
- Agile
- Active and alert
- Presence online

Methodology and data

- **Participatory research**, participant observation
- Explorative approach
- Applied and qualitative research
- **Data:** reflective evaluation, students' contribution in the assignments, coaching teachers reflective notes and peer discussions
- Online learning platform: itslearning

View in itslearning

The screenshot shows a web browser window with the URL <https://arcada.itslearning.com/ContentArea/ContentArea.aspx?LocationID=3785&LocationType=1>. The page header includes navigation tabs: Home, Courses, Groups, Calendar, Library, Your students, Admin, ASTA, ARBS, and More. The user profile 'Christa' is visible in the top right corner with a notification badge for 75 items.

The main content area is titled 'Making Sense of Lea...' and has several tabs: Overview, Resources (selected), Status and follow-up, 360° reports, and More. An 'Add' button is located in the top right of this section.

On the left, a sidebar shows a tree view of resources under 'Resources':

- Resources
 - Overview
 - Change Management
 - Personal Leadership course, start 21.9
 - Personal leadership course, start 9.10
 - Teams and Leadership
 - + Add

The main 'Resources' section displays a list of published items:

Published den 4 september 2015 by User, System

+ Add Action Reorganise

<input type="checkbox"/>	TYPE	TITLE	PUBLISHED	ACTIVE	
<input checked="" type="checkbox"/>	Folder	Overview	2015-09-08 Forss, Maria	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
<input checked="" type="checkbox"/>	Folder	Change Management	2015-10-27 Forss, Maria	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
<input checked="" type="checkbox"/>	Folder	Personal Leadership course, start 21.9	2015-10-03 Hernberg, Mervi	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	

- Getting started!
- Week 1: Building trust in your team
 - The Marshmallow challenge 30.5.2018
- Week 2: Identify and discuss team roles
 - Videoclips of the week
 - Materials to read
 - Exercises
 - Learn more (extra curricular activities)
 - Discussion 1/2 (closes on June 18th) Your view on teams and leadership (experiences and expectations in teams)
 - Add
- Week 3: Co-workshop, Employeeship and the LMX theory

Resources

Published den 9 februari 2018 by User, System

+ Add Action Reorganise

<input type="checkbox"/>	TYPE	TITLE	PUBLISHED	ACTIVE
<input checked="" type="checkbox"/>		Course final reflection and a generic evaluation (mandatory)	2018-07-13 Tigerstedt, Christa	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<input checked="" type="checkbox"/>		Sign up for the kick off session, closes, 25.5	2018-05-27 Tigerstedt, Christa	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<input checked="" type="checkbox"/>		Course books	2018-05-27 Tigerstedt,	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

Browser address bar: <https://arcada.itslearning.com/ContentArea/ContentArea.aspx?LocationID=3785&LocationType=1>

Navigation: Home Courses Groups Calendar Library Your students Admin ASTA ARBS More

User: Christa (75 notifications)

Making Sense of Lea...

Overview Resources Status and follow-up 360° reports More Add

- Personal leadership course, start 9.10
- Teams and Leadership
 - I will graduate in December SIGN UP
 - Online Virtual Office Hours on Fridays 1-2 pm
 - Electronic resources - a link to
 - Additional readings!
 - Good practice in your studies!
- Week 1
- Week 2**
 - Videoclips of the week
 - Materials to read
 - Exercises
 - Discussion 2
 - Learn more (extra curricular activities)
 - Quiz 2

<input type="checkbox"/>	TYPE	TITLE	PUBLISHED	ACTIVE	
<input type="checkbox"/>	Folder	Videoclips of the week	2016-06-01 Tigerstedt, Christa	<input type="checkbox"/> Yes <input type="checkbox"/> No	🔒 🏆 ✖
<input type="checkbox"/>	Folder	Materials to read	2016-06-01 Tigerstedt, Christa	<input type="checkbox"/> Yes <input type="checkbox"/> No	🔒 🏆 ✖
<input type="checkbox"/>	Folder	Exercises	2016-06-01 Tigerstedt, Christa	<input type="checkbox"/> Yes <input type="checkbox"/> No	🔒 🏆 ✖
<input type="checkbox"/>	Activity	Discussion 2	2016-06-01 Tigerstedt, Christa	<input type="checkbox"/> Yes <input type="checkbox"/> No	🔒 🏆 ✖
<input type="checkbox"/>	Folder	Learn more (extra curricular activities)	2016-06-01 Tigerstedt, Christa	<input type="checkbox"/> Yes <input type="checkbox"/> No	🔒 🏆 ✖
<input type="checkbox"/>	Quiz	Quizz 2	2016-06-01 Tigerstedt, Christa	<input type="checkbox"/> Yes <input type="checkbox"/> No	🔒 🏆 ✖

« 1 » 1 to 6 of 6 View 100 ▾

Address bar: https://arcada.itslearning.com/essay/read_essay.aspx?EssayID=109714

System tray: 20.17 8.8.2018



Discussion forum extracts

- Connecting to the other's ideas, practical example
- *Ohh well! To continue the discussion, you wrote "To implement that J on your example where you were allowed to put your own effort into the project according to your own best skills, I think in a way, that your leader has a very close relationship to you subordinates in terms of trust, right?" I definitely agree with you! At my workplace we have a very close relationship to your leader and the whole staff. It really makes a difference in terms team effort and productivity at the workplace. Having a functioning and open relationship with ones leader is also crucial for well-being at work.*
- Theory, constructive, positive, pro /cons, reflective
- *The LMX theory sees leadership as a process, an interactive relationship between the leader and the worker. As a leader you should interrelate with every member of the group. People are very different which is why the interaction is so important. It is divided into 3 different stages of relationships, which I think are relevant. Overall, the LMX theory is about the leader creating a relationship with everybody in the group on a more personal level, instead of just focusing on the whole group in general. As I wrote earlier I think it is important for a leader to know the groupmembers, their strengths and weaknesses, and that is what the LMX theory is all about.*
- *Good work with this analysis A You said almost everything i wanted to say about LMX. I think its also a great model and theory. I remember having a leader who i think followed this theory. It was always pleasant to go to work, she was very understanding and made the effort to treat all workers fairly and knew us all on a personal level.*
- *On the downside i wonder how realistic this theory is? I mean in real life? One con i can point out so far is that it might be difficult to implement. In a big team, it might be hard to get to know everyone almost one a personal basis.*
- *I agree with you on the con. The bigger the group, the harder it is to get to know everyone on a more personal level. It requires a lot of time together with the group members.*



Respond to eachother and build on previuos, new theory/written input and knowledge sharing

You have had an interesting discussion going on here. I can agree with you all and as S here just mentioned, avoiding is absolutely annoying way to react to a conflict. Collaborating is a good one also in my opinion.

I would now like to present a webpage that I found about the power strategies. You can access it via this link: <http://www.powercube.net/strategize-and-act/strategies-and-forms-of-power/>

I recommend you to click to the other pages on the drop down list on that page as well for more interesting information, but I will now focus on the page that I linked to you. It lists three different strategies and levels of power, which are (copied straight from the page):

Learnings (results)

- Good collaboration
- Knowledge **sharing**
- Special positive and in depth discussions and learning shared in the discussion forum
- **Student's enjoy working together in a concrete way online even if it is not always easy**
- Challenge: staying active, different working hours
- Teacher has to show up and show that he/she follows the progress and discussions in itslearning
 - Hard with many students and many groups within a course

Correspondence

- Christa.tigerstedt@arcada.fi
- Maria.forss@arcada.fi

