

FBLA MS: Leadership

| Competency A: Personal Responsibility | MBA Research Performance Indicators | LAPs |
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| Tasks | | |
| 1. Define personal responsibility and its relationship to leadership. | EI:075 Take responsibility for decisions and actions (PQ) | * <i>MS Ethical Leadership Package: Taking Ownership (Responsibility) Module</i> * <i>LAP-EI-075 It's Up to You (Taking Responsibility for Decisions and Actions)</i> |
| 2. List characteristics of leaders. | EI:009 Explain the concept of leadership (CS) | * <i>LAP-EI-909 Lead the Way (Concept of Leadership)</i> |
| 3. Explain how leaders achieve desired results. | EI:009 Explain the concept of leadership (CS) | * <i>LAP-EI-909 Lead the Way (Concept of Leadership)</i> |
| 4. Explain how leaders build stronger relationships with work team members. | HR:493 Explain the nature of leadership in organizations (SU) | LAP-HR-493 Take the Lead! (Leadership in Organizations) |
| 5. Describe how leaders create environments that cultivate high performing teams. | HR:493 Explain the nature of leadership in organizations (SU) | LAP-HR-493 Take the Lead! (Leadership in Organizations) |
| 6. Understand the relationship between individual responsibility, the choices made, and actions taken. | EI:075 Take responsibility for decisions and actions (PQ) | * <i>MS Ethical Leadership Package: Taking Ownership (Responsibility) Module</i> * <i>LAP-EI-075 It's Up to You (Taking Responsibility for Decisions and Actions)</i> |

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| 7. Understand that past programming of the subconscious mind (habits and conditioning) impact current behavior. | EI:075 Take responsibility for decisions and actions (PQ) | <i>*MS Ethical Leadership Package: Taking Ownership (Responsibility) Module</i> <i>*LAP-EI-075 It's Up to You (Taking Responsibility for Decisions and Actions)</i> |
| 8. Identify change for current behaviors to improve performance. | EI:075 Take responsibility for decisions and actions (PQ) | <i>*MS Ethical Leadership Package: Taking Ownership (Responsibility) Module</i> <i>*LAP-EI-075 It's Up to You (Taking Responsibility for Decisions and Actions)</i> |
| 9. Explain how individuals use planning strategies to determine action to take. | EI:075 Take responsibility for decisions and actions (PQ) | <i>*MS Ethical Leadership Package: Taking Ownership (Responsibility) Module</i> <i>*LAP-EI-075 It's Up to You (Taking Responsibility for Decisions and Actions)</i> |
| 10. Explain the importance of keeping commitments and the achievement of worthwhile results. | EI:075 Take responsibility for decisions and actions (PQ) | <i>*MS Ethical Leadership Package: Taking Ownership (Responsibility) Module</i> <i>*LAP-EI-075 It's Up to You (Taking Responsibility for Decisions and Actions)</i> |
| 11. Define accountability for taking action to achieve priority goals. | EI:075 Take responsibility for decisions and actions (PQ) | <i>*MS Ethical Leadership Package: Taking Ownership (Responsibility) Module</i> <i>*LAP-EI-075 It's Up to You (Taking Responsibility for Decisions and Actions)</i> |

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| Competency B: Self Awareness | MBA Research Performance Indicators | LAPs |
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| Tasks | | |
| 1. Explain the relationship between leadership and self-awareness. | EI:001 Describe the nature of emotional intelligence (PQ) | *LAP-EI-001 EQ and You (Emotional Intelligence) |
| 2. Define self-awareness. | EI:001 Describe the nature of emotional intelligence (PQ) | *LAP-EI-001 EQ and You (Emotional Intelligence) |
| 3. Explain why an individual must have self-awareness as a leader. | EI:001 Describe the nature of emotional intelligence (PQ) | *LAP-EI-001 EQ and You (Emotional Intelligence) |
| 4. Explain the relationship between perception of others and self-awareness. | EI:001 Describe the nature of emotional intelligence (PQ) | *LAP-EI-001 EQ and You (Emotional Intelligence) |
| 5. Explain how self-awareness involves seeing oneself clearly and objectively through reflection and introspection. | EI:001 Describe the nature of emotional intelligence (PQ) | *LAP-EI-001 EQ and You (Emotional Intelligence) |
| Competency C: Teamwork | MBA Research Performance Indicators | LAPs |
| Tasks | | |
| 1. Explain the use of teams in organizations. | EI:045 Participate as a team member (CS) | *LAP-EI-045 Team Up (Participating as a Team Member) |
| 2. Explain the difference between a group and a team. | EI:045 Participate as a team member (CS) | *LAP-EI-045 Team Up (Participating as a Team Member) |
| 3. Explain advantages and disadvantages of teamwork. | EI:045 Participate as a team member (CS) | *LAP-EI-045 Team Up (Participating as a Team Member) |
| 4. Describe characteristics of effective teams and the role of leadership. | EI:045 Participate as a team member (CS) | *LAP-EI-045 Team Up (Participating as a Team Member) |

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| 5. Differentiate characteristics of different teams (functional, cross-functional, self-managed). | EI:045 Participate as a team member (CS) | <i>*LAP-EI-045 Team Up (Participating as a Team Member)</i> |
| 6. Describe the difference between leader-centered and group-centered decision making. | EI:045 Participate as a team member (CS) | <i>*LAP-EI-045 Team Up (Participating as a Team Member)</i> |
| 7. Explain the difference between individual and team decision making. | EI:045 Participate as a team member (CS) | <i>*LAP-EI-045 Team Up (Participating as a Team Member)</i> |
| Competency D: Collaboration | MBA Research Performance Indicators | LAPs |
| Tasks | | |
| 1. Define collaborative communication. | EI:130 Collaborate with others (SP) | <i>*LAP-EI-130 Genius Is a Team Sport (Collaborating With Others)</i> |
| 2. List skills that contribute to successful collaboration. | EI:130 Collaborate with others (SP) | <i>*LAP-EI-130 Genius Is a Team Sport (Collaborating With Others)</i> |
| 3. Explain how successful collaboration depends on the ability to get along with people, being able to listen, and being open-minded. | EI:130 Collaborate with others (SP) | <i>*LAP-EI-130 Genius Is a Team Sport (Collaborating With Others)</i> |
| 4. Describe the roles of compromise, ability to see the big picture, and problem-solving abilities, which have a direct relationship to collaboration. | EI:130 Collaborate with others (SP) | <i>*LAP-EI-130 Genius Is a Team Sport (Collaborating With Others)</i> |
| 5. Explain the role of conflict negotiation for groups. | EI:015 Use conflict-resolution skills (CS) | <i>*LAP-EI-915 Stop the Madness (Conflict Resolution)</i> |

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| 6. List essential skills for successful collaborators and project managers. | EI:130 Collaborate with others (SP) | <i>*LAP-EI-130 Genius Is a Team Sport (Collaborating With Others)</i> |
| 7. Define brain storming. | | |
| 8. Describe the need for commitment and enthusiasm for effective collaboration. | EI:130 Collaborate with others (SP) | <i>*LAP-EI-130 Genius Is a Team Sport (Collaborating With Others)</i> |
| Competency E: Communicating Effectively | MBA Research Performance Indicators | LAPs |
| Tasks | | |
| 1. Explain how successful leadership is based upon solid communication. | EI:007 Explain the nature of effective communications (PQ) | <i>*LAP-EI-140 More Than Just Talk (Effective Communication)</i> |
| 2. Define the elements of the communication process (sender, receiver, message, feedback). | EI:007 Explain the nature of effective communications (PQ) | <i>*MS Career Exploration Package: On the Same Page (Communication Skills) Module *LAP-EI-140 More Than Just Talk (Effective Communication)</i> |
| 3. Explain common approaches to getting feedback on messages. | EI:007 Explain the nature of effective communications (PQ) | <i>*LAP-EI-140 More Than Just Talk (Effective Communication)</i> |
| 4. Explain the power of nonverbal communication. | CO:059 Interpret others' nonverbal cues (PQ) | <i>*MS Career Exploration Package: On the Same Page (Communication Skills) Module</i> |

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| 5. Explain the role of conflict negotiation for groups. | EI:015 Use conflict-resolution skills (CS) | <i>*LAP-EI-915 Stop the Madness (Conflict Resolution)</i> |
| 6. Explain the importance of listening skills. | CO:017 Demonstrate active listening skills (PQ) | <i>*MS Career Exploration Package: On the Same Page (Communication Skills) Module</i> <i>*LAP-CO-017 Listen Up! (Demonstrating Active Listening Skills)</i> |
| Competency F: Motivating | MBA Research Performance Indicators | LAPs |
| Tasks | | |
| 1. Compare motivational leadership styles. | EI:059 Motivate team members (SP) | <i>*LAP-EI-059 Raise Them Up (Motivating Others)</i> |
| 2. Explain the difference between job-centered and employee-centered behavior. | | |
| 3. Explain the motivation process for leadership. | SM:080 Explain motivation theories and their applications (MN) | |
| 4. Compare and contrast motivation theories. | SM:080 Explain motivation theories and their applications (MN) | |
| 5. Define Maslow's Hierarchy of Needs Theory. | SM:080 Explain motivation theories and their applications (MN) | |
| 6. Explain the need for individuals to balance professional and personal needs. | SM:080 Explain motivation theories and their applications (MN) | |
| 7. Define the Equity Theory, Expectancy Theory, Reinforcement Theory, and Goal Setting Theory for motivation. | SM:080 Explain motivation theories and their applications (MN) | |

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| Competency G: Conflict Resolution | MBA Research Performance Indicators | LAPs |
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| Tasks | | |
| 1. Define conflict in the workplace. | EI:015 Use conflict-resolution skills (CS) | <i>*LAP-EI-915 Stop the Madness (Conflict Resolution)</i> |
| 2. Explain the importance of collaboration for team accomplishment. | EI:130 Collaborate with others (SP) | <i>*LAP-EI-130 Genius Is a Team Sport (Collaborating With Others)</i> |
| 3. Describe positive and negative conflict in the workplace. | EI:015 Use conflict-resolution skills (CS) | <i>*LAP-EI-915 Stop the Madness (Conflict Resolution)</i> |
| 4. Describe conflict management styles. | EI:015 Use conflict-resolution skills (CS) | <i>*LAP-EI-915 Stop the Madness (Conflict Resolution)</i> |
| 5. Define conflict resolution and mediation. | EI:015 Use conflict-resolution skills (CS) | <i>*LAP-EI-915 Stop the Madness (Conflict Resolution)</i> |
| 6. List causes of conflict in the workplace. | EI:015 Use conflict-resolution skills (CS) | <i>*LAP-EI-915 Stop the Madness (Conflict Resolution)</i> |
| 7. Explain inter-group conflict. | EI:015 Use conflict-resolution skills (CS) | <i>*LAP-EI-915 Stop the Madness (Conflict Resolution)</i> |
| 8. Explain why managers must make decisions to ignore or do something about possible conflict in the workplace. | EI:015 Use conflict-resolution skills (CS) | <i>*LAP-EI-915 Stop the Madness (Conflict Resolution)</i> |
| 9. Explain the relationship between panic and conflict. | EI:015 Use conflict-resolution skills (CS) | <i>*LAP-EI-915 Stop the Madness (Conflict Resolution)</i> |
| 10. Explain why leaders entitle every person to have a 'bad day'. | | |

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| Competency H: Problem Solving | MBA Research Performance Indicators | LAPs |
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| Tasks | | |
| 1. Identify the six stages of problem solving (problem definition, evaluation of the problem, generating alternatives, selecting a solution, implementation, and evaluation of the results). | PD:077 Demonstrate problem-solving skills (CS) | *LAP-PD-077 No Problem (Demonstrating Problem-Solving Skills) |
| 2. List steps for problem solving (define, measure, analyze, improve, and control). | PD:077 Demonstrate problem-solving skills (CS) | *LAP-PD-077 No Problem (Demonstrating Problem-Solving Skills) |
| 3. Explain why problem solving is important. | PD:077 Demonstrate problem-solving skills (CS) | *LAP-PD-077 No Problem (Demonstrating Problem-Solving Skills) |
| 4. List examples of problem solving in the workplace. | PD:077 Demonstrate problem-solving skills (CS) | *LAP-PD-077 No Problem (Demonstrating Problem-Solving Skills) |
| 5. Describe underlying causes of problems in the workplace. | PD:077 Demonstrate problem-solving skills (CS) | *LAP-PD-077 No Problem (Demonstrating Problem-Solving Skills) |
| 6. Explain why it is important to collect data for problem solving. | PD:077 Demonstrate problem-solving skills (CS) | *LAP-PD-077 No Problem (Demonstrating Problem-Solving Skills) |
| 7. List underlying causes of problems in the workplace | PD:077 Demonstrate problem-solving skills (CS) | *LAP-PD-077 No Problem (Demonstrating Problem-Solving Skills) |
| 8. Explain how standards or expectations not met create problems at the workplace. | PD:077 Demonstrate problem-solving skills (CS) | *LAP-PD-077 No Problem (Demonstrating Problem-Solving Skills) |

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| Competency I: Empathy | MBA Research Performance Indicators | LAPs |
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| Tasks | | |
| 1. Define empathy. | EI:030 Show empathy for others (PQ) | <i>*LAP-EI-030 Have a Heart (Showing Empathy for Others)</i> |
| 2. Explain how empathy improves communication. | EI:030 Show empathy for others (PQ) | <i>*LAP-EI-030 Have a Heart (Showing Empathy for Others)</i> |
| 3. Explain the relationship between empathy and stronger working relationships. | EI:030 Show empathy for others (PQ) | <i>*LAP-EI-030 Have a Heart (Showing Empathy for Others)</i> |
| 4. Explain how empathy promotes creative thinking. | EI:030 Show empathy for others (PQ) | <i>*LAP-EI-030 Have a Heart (Showing Empathy for Others)</i> |
| 5. Describe the relationship between empathy and active listening. | EI:030 Show empathy for others (PQ) | <i>*LAP-EI-030 Have a Heart (Showing Empathy for Others)</i> |
| 6. Describe the relationship between empathy and personalized communication. | EI:030 Show empathy for others (PQ) | <i>*LAP-EI-030 Have a Heart (Showing Empathy for Others)</i> |
| 7. Describe why empathy is needed to consider others' perspectives. | EI:030 Show empathy for others (PQ) | <i>*LAP-EI-030 Have a Heart (Showing Empathy for Others)</i> |

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| Competency J: Flexibility | MBA Research Performance Indicators | LAPs |
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| Tasks | | |
| 1. Explain what flexibility in the workplace means. | EI:006 Demonstrate adaptability (CS) | *LAP-EI-006 Go With the Flow (Demonstrating Adaptability) |
| 2. Explain why employees need workplace flexibility for success. | EI:006 Demonstrate adaptability (CS) | *LAP-EI-006 Go With the Flow (Demonstrating Adaptability) |
| 3. Describe the relationship between workplace flexibility and productivity. | EI:006 Demonstrate adaptability (CS) | *LAP-EI-006 Go With the Flow (Demonstrating Adaptability) |
| 4. Describe how workplace flexibility strengthens working relationships. | EI:006 Demonstrate adaptability (CS) | *LAP-EI-006 Go With the Flow (Demonstrating Adaptability) |
| 5. Describe the relationship between flexibility and improved communication in the workplace. | EI:006 Demonstrate adaptability (CS) | *LAP-EI-006 Go With the Flow (Demonstrating Adaptability) |
| 6. Explain why active listening is needed in the workplace. | CO:017 Demonstrate active listening skills (PQ) | *LAP-CO-017 Listen Up! (Demonstrating Active Listening Skills) |
| 7. Explain the relationship between flexibility and personalized communication in the workplace. | EI:006 Demonstrate adaptability (CS) | *LAP-EI-006 Go With the Flow (Demonstrating Adaptability) |
| 9. Define the relationship between flexibility in the workplace and consideration of others' perspectives. | EI:136 Consider conflicting viewpoints (CS) | *LAP-EI-136 Pick a Side (Considering Conflicting Viewpoints) |
| 10. Explain the need for flexibility due to unforeseen circumstances (pandemic, weather disaster, etc.) | EI:006 Demonstrate adaptability (CS) | *LAP-EI-006 Go With the Flow (Demonstrating Adaptability) |

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| Competency K: Creativity | MBA Research Performance Indicators | LAPs |
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| Tasks | | |
| 1. Explain why creativity in the workplace is important. | PD:012 Demonstrate appropriate creativity (SP) | LAP-PD-012 Imagine That (Demonstrating Creativity) |
| 2. Outline strategies to increase creativity at the workplace. | PD:012 Demonstrate appropriate creativity (SP) | LAP-PD-012 Imagine That (Demonstrating Creativity) |
| 3. Explain the relationship between creativity and critical thinking. | PD:012 Demonstrate appropriate creativity (SP) | LAP-PD-012 Imagine That (Demonstrating Creativity) |
| 4. Explain how creativity is enhanced when collaborative thinking is encouraged. | PD:012 Demonstrate appropriate creativity (SP) | LAP-PD-012 Imagine That (Demonstrating Creativity) |
| 5. Explain the need for employees to be involved in activities that clearly meet company mission and vision. | | |
| 6. List steps to increase creativity in the workplace (hire the right people, implement flexible work hours, provide space for critical thinking, act on good ideas, reward creativity). | PD:012 Demonstrate appropriate creativity (SP) | LAP-PD-012 Imagine That (Demonstrating Creativity) |
| 7. Describe rewards for creativity in the workplace. | PD:012 Demonstrate appropriate creativity (SP) | LAP-PD-012 Imagine That (Demonstrating Creativity) |
| Competency L: Embracing Risk | MBA Research Performance Indicators | LAPs |
| Tasks | | |
| 1. Define risk assessment. | EI:091 Assess risks of personal decisions (PQ) | <i>*LAP-EI-091 Worth the Risk (Assessing Risks of Personal Decisions)</i> |
| 2. Match team members who want to succeed and meet challenges. | EI:044 Encourage team building (SU) | |

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| 3. Identify open opportunities to embrace risk. | EI:091 Assess risks of personal decisions (PQ) | <i>*LAP-EI-091 Worth the Risk (Assessing Risks of Personal Decisions)</i> |
| 4. Understand that embracing risk can result in failure | EI:091 Assess risks of personal decisions (PQ) | <i>*LAP-EI-091 Worth the Risk (Assessing Risks of Personal Decisions)</i> |
| 5. Explain how embracing risk is a key to business success. | SM:075 Explain the nature of risk management (SP) | LAP-SM-075 Prepare for the Worst; Expect the Best (Nature of Risk Management) |
| 6. Describe how entrepreneurs are willing to take risks. | SM:075 Explain the nature of risk management (SP) | LAP-SM-075 Prepare for the Worst; Expect the Best (Nature of Risk Management) |
| 7. Explain how the culture of failure can be good for future success. | | |
| 8. Explain how successful individuals seek and prepare for change. | EI:026 Adjust to change (PQ) | **Just for You! EI:026, Adjust to change |

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| Competency M: Innovation | MBA Research Performance Indicators | LAPs |
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| Tasks | | |
| 1. Explain how to increase innovation in the workplace through leadership. | PD:126 Explain the need for innovation skills (CS) | *LAP-PD-126 Ideas in Action (Innovation Skills) |
| 2. Define brainstorming and its relationship to innovation. | PD:126 Explain the need for innovation skills (CS) | *LAP-PD-126 Ideas in Action (Innovation Skills) |
| 3. Describe rewards for innovation in the workplace | PD:126 Explain the need for innovation skills (CS) | *LAP-PD-126 Ideas in Action (Innovation Skills) |
| 4. List the benefits of innovation in the workplace | PD:126 Explain the need for innovation skills (CS) | *LAP-PD-126 Ideas in Action (Innovation Skills) |
| 5. Explain the need to tolerate mistakes when encouraging innovation. | PD:126 Explain the need for innovation skills (CS) | *LAP-PD-126 Ideas in Action (Innovation Skills) |

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