

Laidlaw Programme by The Oxford Character Project

Syllabus 2023-2024



Contacts

Dr. Corey Crossan, corey.crossan@politics.ox.ac.uk

Anjali Sarker, anjali.sarker@politics.ox.ac.uk

Programme Overview

The aim of the Oxford Ethical Leadership Programme is to support Laidlaw scholars in developing their character so that they can be effective and ethical leaders. We have designed the programme based on previous programmes delivered by The Oxford Character Project in accordance with our research-based pedagogy for character and leadership development (Lamb et al., 2021). The programme includes six online ethical leadership development sessions. In each session, we will address one character virtue supporting scholars' awareness of what it is, how it supports ethical leadership, and how it can be developed. At the end of the session, we will propose a character challenge that the scholars can practice until the next session. A mobile app will be provided to support the challenge by providing guidance and acting as a reminder to facilitate development.

Programme Objectives

The aim of the programme is to support scholars in their ethical leadership through character-based leadership development. The development will be supported by three approaches:

1. Pre-session preparation, including readings and reflection assessments.
2. In-session engagement, including group reflections and discussions.
3. Post-session practice, supported through a mobile app. The post-session practice is designed around a challenge in which scholars are invited to submit their engagement. We will review all submissions and the best submissions will be spotlighted on the Laidlaw Scholars Network.

Scholars will receive an Ethical Leadership certification if they attend *four out of six* online sessions.

Programme Dates

	Purpose	Growth	Love	Integrity	Wisdom	Practice
Session Option 1	November 18	January 13	February 10	March 9	April 6	May 11
	10:00 EST	10:00 EST	10:00 EST	10:00 EST	10:00 EST	10:00 EST
	15:00 GMT	15:00 GMT	15:00 GMT	15:00 GMT	15:00 GMT	15:00 GMT
	23:00 HKT	23:00 HKT	23:00 HKT	23:00 HKT	23:00 HKT	23:00 HKT
Session Option 2	November 22	January 17	February 14	March 13	April 10	May 15
	08:00 EST	08:00 EST	08:00 EST	08:00 EST	08:00 EST	08:00 EST
	13:00 GMT	13:00 GMT	13:00 GMT	13:00 GMT	13:00 GMT	13:00 GMT
	21:00 HKT	21:00 HKT	21:00 HKT	21:00 HKT	21:00 HKT	21:00 HKT
Challenge Deadline	December 4	January 29	February 26	March 25	April 22	May 27

Meeting Zoom Info

We will use the same zoom link for each session. You will receive a calendar invite for each session option. We please ask that you accept one option for each session and decline the other. This will indicate which session option you are registering for and will place the session into your calendar so that you can remember when your session is scheduled for.

Link: <https://zoom.us/j/3684368839>, Meeting ID: 368 436 8839 (no passcode)



Session Descriptions

Leading with purpose (November 18 or November 22)

Leading with purpose informs a sense of direction grounded in meaning. In this session, scholars will explore their own definition of success by cultivating a sense of meaning through a set of personal values.

Pre-Session Preparation

1. Book excerpt: Frankl, V. (1985). Man's search for meaning. Simon and Schuster.
2. Pink, D. (2021). [start at 50:00 – end] No Regrets? Really? Why regrets actually bring us hope with Daniel Pink. Behavioural Grooves Podcast.
3. Sinek, S. (March, 2014). How great leaders inspire action. TED Talk.
4. Virtuosity Mobile App Character Reflection: please complete the character reflection prior to our first session. To download the app, you will need to complete the following form to provide your first name, last name, and university email. If you prefer not to use the app, we will provide alternatives. Click [here](#) to register for the [Virtuosity App](#).

Leading for growth (January 13 or January 17)

Leading for growth relies on a culmination of virtues like humility, resilience, and courage. In this session scholars will explore their inner narratives and seek out an area that they can shift from a fixed mindset towards a growth mindset leveraging character.

Pre-Session Preparation

1. Virtuosity Mobile App Character Reflection: please complete your **second** character reflection prior to the session.
2. Dweck, C. (2014). The power of believing that you can improve. TED.
3. Tang, R. (2018). Be humble – and other lessons from the philosophy of water. TED Talk.
4. Hougaard, R. & Carter, J. (2018). Ego is the enemy of good leadership. Harvard Business Review.
5. Tulshyan, R. & Burey, J. (2021). Stop telling women they have imposter syndrome. Harvard Business Review.



Leading with love (February 10 or February 14)

Leading with love cultivates a deep sense of care and connection with others. In this session, scholars will explore love in the context of leadership and expand ways in which they can receive and give love.

Pre-Session Preparation

1. Virtuosity Mobile App Character Reflection: please complete your **third** character reflection prior to the session.
2. Cameron, D. & DeSteno, D. (2019). Is empathy a renewable resource? John Templeton: Character virtue development.
3. Worthington, E. (2004). The new science of forgiveness. Greater good magazine.
4. [pages 1-3]. The science of generosity. Greater good science center.

Leading with integrity (March 9 or March 13)

Leading with integrity helps align personal values and beliefs with actions and cultivates a deep sense of trust with others. In this session, scholars will explore their own principles and times they have been tested to strengthen a buffering effect in future stressful situations.

Pre-Session Preparation

1. Virtuosity Mobile App Character Reflection: please complete your **fourth** character reflection prior to the session.
2. Miller, C. (2021). The virtue of honesty requires more than just telling the truth. Psyche.
3. Hamilton, T. (2016). The truth about doping in cycling [0:00-20:00]. Oxford Union on YouTube.
4. Jerome, K. (2008). Excerpt from Three men in a boat.



Leading with wisdom (April 6 or April 10)

Leading with wisdom relies on the strength of other virtues but also relies on its own set of behaviours to inform behaviour when rules and regulations are not enough. In this session, scholars will explore opportunities to exercise practical wisdom and reflect on their own capacity for wisdom.

Pre-Session Preparation

1. Virtuosity Mobile App Character Reflection: please complete your **fifth** character reflection prior to the session.
2. Schwartz, B. (2011). Using practical wisdom. TED Talk.
3. Seijts, G. (2016). Enron Explained. Ivey Business Journal.

A lifetime practice (May 11 or May 15)

Ethical leadership is a lifetime practice. In this session, scholars will reflect on their experience with the programme and cultivate a lifetime practice they are excited to continue beyond this programme.

Pre-Session Preparation

1. Virtuosity Mobile App Character Reflection: please complete your **sixth** character reflection prior to the session.
2. Brooks, D. (2015). The Moral Bucket List. The New York Times.
3. Escaping Ordinary. (2021). How to become 37.78 times better at anything. Atomic Habits summary (by James Clear). YouTube.