

MGT 6502 EMA, EMO: Leading People and Organizations Syllabus Fall 2026

Instructor

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Course Description

*“The achievements of an organization are the results of the combined effort of each individual”
~Vince Lombardi*

In today’s competitive marketplace, organizations survive and thrive based on the contributions of each employee. Yet, the complexities of human behavior often mean that leaders struggle to maximize the true potential of their subordinates. Thus, leaders who fundamentally understand the ins and outs of employee behavior in organizations are often viewed as a commodity in organizations due to their uncanny ability to effectively lead a group of subordinates.

Building on the noted importance of employee behavior in the workplace, the overall goal of this course is to better equip you with the knowledge and skills needed to maximize positive behaviors that benefit the collective interests of your team/organization and minimize those negative behaviors that undermine it. Accordingly, in this course you will be introduced to concepts that help to explain the behavior of employees and groups within organizations. Throughout the course, we will analyze real world cases of organizational behavior with a particular emphasis on how to handle these cases from the lens of a leader.

Course Goals and Learning Outcomes

By the end of the course, students will be able to:

1. Discuss different trait and behavioral factors that enhance leadership.
2. Apply course content to improve your own leadership and leadership development
3. Effectively communicate observations and recommendations regarding leadership development

Course Materials

You will need to purchase 6 Harvard Business Cases, which cost a total of \$29.70. The link to the coursepack will be made available on Canvas.

Course Assignments

Assignments	Total Weight
Participation in Case Discussion (4% × 6 Cases)	24%
Participation in Lecture Discussion (2% × 6 Lectures)	12%
Exams (32% × 2 Exams)	64%

Description of Course Assignments

Participation in Case Discussion (4% per case): Given that case discussions rely on the preparation and participation of class members you are expected to come to class, having read the case and ready to actively participate both in small and large group discussions. You will be graded on a scale ranging from 0 to 4 points – and the thresholds for each are described below.

Below is a grading rubric for case discussions. Please note, deviations from the below grading scheme may occur in instances where a student arrives late (or leaves early) and misses a notable portion of the discussion.

Points	Description
0	Unexcused Absence (not present, and no participation)
1	Infrequently participates in small and large group discussion
2	Participates in small, but not large group discussion
3	Student regularly participates in small group discussions and participates in large group discussion – but comments in the large group are redundant with others’ contributions, infrequent, and/or disconnected from the group conversation.
4	Student actively participates in both small and large group discussions, offering insightful, original, and meaningful contributions that deepen understanding and move the conversation forward.

Participation in Class Discussion (2% per lecture): Each lecture, there will be an opportunity to earn points toward participation vis-à-vis the use of polls. As long as you are present and put in good faith effort you will receive full credit. In terms of excused absences, these are rarely granted and therefore you should plan to be at each on time and staying until the end. Further, with the exception of a true emergency (e.g., car accident, ER visit) excused absences must be pre-cleared 24 hours in advanced (or there will be a loss of points even if the absence falls under an excused umbrella).

Exams (32% per exam): There will be 2 exams that are multiple choice and short answer. These are open-note exams, which will only cover lecture content (no case content).

Grading Scale

Your final grade will be assigned as a letter grade according to the following scale. Please note, I do not round grades – I adhere to the grades are not rounded.

Letter	Percent Range	Letter	Percent Range
A	90.0-100%	D	60.0-69.9%
B	80.0-89.9%	F	0-59.9%
C	70.0-79.9%		

Course Policies and Guidelines

Accommodations for Students with Disabilities: Every student deserves the opportunity to learn in an environment that is inclusive and equitable. If you have accommodations with the Offices of Disability Services, please communicate your approved accommodations to me as soon as possible.

Attendance Policy: Failing to attend class will result in the loss of points earned during class time that cannot be made up. In general, excused absences are very rare and will require documentation from the dean of students (<https://studentlife.gatech.edu/request-assistance>). For instance, missing class for vacation, coffee chats, and graduate assistant meetings will not yield makeup opportunities. For absences you think may be excusable, with the exceptions of emergencies, you must contact me at least one day in advanced to receive accommodations (i.e., emailing 5 minutes before class, will not yield makeup opportunities if you have known for a while you will be absent). You might also be traveling for unavoidable work requirements, that prevents you from attending class, please contact me with those dates as soon as possible so that I can accommodate you.

Grade Disputes: Any grade disputes must be made within one week of the posted grade.

Academic and Professional Integrity: Georgia Tech aims to cultivate a community based on trust, academic integrity, and honor. Students are expected to act according to the highest ethical standards. All students enrolled at Georgia Tech, and all its campuses, are to perform their academic work according to standards set by faculty members, departments, schools, and colleges of the university; and cheating and plagiarism constitute fraudulent misrepresentation for which no credit can be given and for which appropriate sanctions are warranted and will be applied. Students should act in accordance with the academic integrity policies outlined by the university (<https://policylibrary.gatech.edu/student-affairs/academic-honor-code>). Any instance of academic dishonesty will be handled in accordance with the procedures outlined in the policies set forth by the university.

Student-Faculty Expectations Agreement: At Georgia Tech, we believe that it is important to strive for an atmosphere of mutual respect, acknowledgement, and responsibility between faculty members and the student body. The [Student-Faculty Expectations](#) articulate some basic expectations that you can have of me and that I have of you. In the end, simple respect for knowledge, hard work, and cordial interactions will help build the environment we seek. Therefore, I encourage you to remain committed to the ideals of Georgia Tech while in this class.