



MGMT-307 – Leadership for Sustainability

Business

Effective Term & Year: Fall 2025

Course Outline Review Date: 2030-03-01

Program Area: Business Management

Description:

Leadership for Sustainability incorporates principles of leadership and change management with sustainability. The course highlights the essential role leaders play in the success of sustainability initiatives and presents specific leadership strategies that facilitate sustainability implementation. MGMT 307 is relevant for anyone who is interested in managing change, implementing sustainable business practices and/or green initiatives in their organization, or who would like to further develop their leadership skills within the context of organizational change.

Program Information:

This course can be used as an upper-level elective in the BBA program.

Delivery Methods: Online, On-campus (Face-to-Face)

Credit Type: College of the Rockies Credits

Credits: 3

Course type/s: Business Management

Instructional Activity and Hours:

| Activity | Hours |
|---|-------|
| Classroom, Directed Studies or Online Instruction | 45 |

| | |
|----------------------------|----|
| Seminar/Tutorials | |
| Laboratory/Studio | |
| Practicum/Field Experience | |
| Co-op/Work Experience | |
| Other | |
| Total | 45 |

Course Requisites:

- Completed or concurrently enrolled in:
 - **MGMT310** – Sustainability Theory and Metrics (3)

Prior Learning and Recognition: Yes

Students are able to request formal recognition of their prior learning or experience outside the classroom. Challenge examination, portfolio-assisted assessment, work-based assessment or a combination of assessments that is appropriate to identify, assess, and recognize prior skills, competencies, and knowledge to achieve course credit. Tuition fees apply, refer to Policy [2.5.5 Prior Learning Assessment and Recognition \(PLAR\)](#) or contact an education advisor for more information.

Course Transfer Credit:

For information about receiving transfer credit for courses taken at either British Columbia or Alberta institutions, please see <https://www.bctransferguide.ca/> or <https://transferalberta.alberta.ca> . For more transfer credit information, please visit <https://www.cotr.bc.ca/Transfer>

All requests for course transfer credit from institutions in British Columbia or elsewhere should go to the College of the Rockies Enrolment Services office.

Textbook Resources:

Textbook: TBA. Course readings will be identified by the instructor within the course and will include research papers, interest articles, excerpts from sustainability texts and other related sustainability resources.

Please see the instructor's syllabus or check COTR's online text calculator <https://textbook.cotr.bc.ca/> for a complete list of the currently required textbooks.

Learning Outcomes:

Upon the successful completion of this course, students will be able to:

- define and explain core concepts of sustainability, including measurement frameworks, common success factors, and the organizational challenges associated with sustainability initiatives;
 - demonstrate the strategic importance of sustainability within organizations by identifying and assessing how sustainability frameworks align with organizational goals;
 - differentiate and evaluate leadership traits, including those specific to sustainability-oriented organizations, and compare transformational leadership practices across cultural contexts;
 - apply and integrate strategic leadership and change management principles to simulated cases, emphasizing the role of transformational leadership in advancing sustainability initiatives;
 - analyze and critique the roles of change agents, transition teams, and Human Resources in supporting organizational change for sustainability;
 - formulate strategies to develop sustainability leaders and design approaches to overcome resistance to change within environmentally responsible organizations and throughout the communities wherein they operate; and
 - synthesize strategic leadership, organizational learning, and change management theories to construct a comprehensive implementation plan for a sustainability initiative.
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Course Topics:

Sustainability

- social, environmental and economic sustainability,
- measurement of and challenges of sustainability
- organizational sustainability initiatives and best implementation practices

Leadership

- leadership theories and relevant leadership styles for success in social and environmental sustainability
- sustainability leadership challenges
- strategies for leadership development
- best practices for leadership in sustainability

Change Management

- theories of change, change management processes
- best practices for change initiatives for sustainability
- best practices for success in implementation of sustainability

Evaluation and Assessments

Assessment Type: On-Campus (face-to-face) and Online, or Hybrid

| Assessment Type | % of Total Grade |
|---|------------------|
| Participation & Engagement | 15% |
| Assignments | 60% |
| Major Project (Sustainability Initiative) | 25% |
| Total | 100% |

Grade Scheme

| A+ | A | A- | B+ | B | B- | C+ | C | C- | D | F |
|------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-----|
| >=90 | 89-85 | 84-80 | 79-76 | 75-72 | 71-68 | 67-64 | 63-60 | 59-55 | 54-50 | <50 |

Pass requirements: A grade of “D” grants credit, but may not be sufficient as a prerequisite for sequential courses. For program credit towards the Engineering Certificate, students must achieve an overall average of C+ in all courses with no course grade lower than a C.

Exam Attendance:

Students must attend all scheduled exams at the appointed time and place. Instructors may approve an alternate exam to accommodate an illness or personal crisis. Department heads will consider other written requests. Any student who misses a scheduled exam without prior approval will receive a “0” on the exam.

Academic Policies:

College of the Rockies policies related to courses can be found at <https://cotr.bc.ca/about-us/college-policies/> and include the following:

- Policy 2.1.4 Course Audit
- Policy 2.4.1 Credential Framework
- Policy 2.4.3 Students with Documented Disabilities
- Policy 2.4.4 Student Rights, Responsibilities and Conduct
- Policy 2.4.8 Academic Performance
- Policy 2.4.9 Student Feedback and Concerns
- Policy 2.4.11 Storage of Academic Works
- Policy 2.5.3 Student Appeal
- Policy 2.5.5 Prior Learning Assessment and Recognition (PLAR)

Course Changes:

The College of the Rockies updates course outlines regularly to meet changing educational, employment and marketing needs. The instructor will notify students in writing of any updates to this outline during the semester. The instructor reserves the right to revise, add or delete material while meeting the learning outcomes of this course outline.