Module specification

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Module code	BUS5A22
Module title	Organisational Leadership and Culture
Level	Level 5
Credit value	30
Faculty	Glyndŵr University: Faculty of Social and Life Sciences Bloomsbury Institute: School of Business and Accounting
Module Leader	TBC
HECoS Code	100078
Cost Code	GAMG

Programmes in which module to be offered

Programme title	Is the module core or option for this programme
BA (Hons) Business Management	Core
BA (Hons) Business Management (Marketing)	Core
BA (Hons) Business Management (Entrepreneurship)	Core
BA (Hons) Business Management (Human Resource Management)	Core

Pre-requisites

None

Breakdown of module hours

Learning and teaching hours	55 hrs
Placement tutor support	0 hrs
Supervised learning e.g. practical classes, workshops	0 hrs
Project supervision (level 6 projects and dissertation modules only)	0 hrs
Total active learning and teaching hours	**55hrs**
Placement / work based learning	0 hrs
Guided independent study	245 hrs
Module duration (total hours)	**300 hrs**

Module aims

The module equips students with the knowledge, skills and behaviours that prepare them for roles to manage and lead in a variety of organisational settings, which is essential if an individual and their organisation are to succeed. This module has been designed with emphasis on the importance of gaining knowledge and understanding of key areas of organisational leadership, culture and related organisational behaviour concepts that inform practice in contemporary organisations. This will benefit students who want to develop or sharpen their professional edge and enhance personal effectiveness. Students will evaluate the impact of an organisation's structure and governance on management and leadership. They will have opportunities to explore theoretical models, management and leadership styles and approaches designed to promote a culture of mutual trust, respect and support.

Module Learning Outcomes - at the end of this module, students will be able to:

1	Identify and evaluate organisational leadership, culture and related organisational behaviour concepts which inform practice in contemporary organisations.
2	Explain how organisational leadership and culture influence each other and discuss their impact within the organisation.
3	Analyse and evaluate own capabilities to manage self and lead others in a professional context and create a personal development plan.

Assessment

This section outlines the type of assessment task the student will be expected to complete as part of the module.

Indicative Assessment 1: Will take the form of a case study (2,800 words equivalent).

Indicative Assessment 2: Will take the form of a reflective journal and a personal development plan (1,200 words).

Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)
1	1, 2	Case Study	70%
2	3	Reflective Practice	30%

Derogations

None

Learning and Teaching Strategies

The module will be completed over one term.

Students will undertake 2-weeks of pre-reading and online activities.

The module is taught through weekly 1-hour lecture, 2-hour seminars and 2-hour workshops.

Additional recorded lectures may also be provided through the VLE.

Lectures provide a broad outline structure for each topic to be covered. Lectures offer a good way of covering a lot of information and, more importantly, of conveying ideas to many people at once.

Seminars enable students to undertake directed self-study and to answer questions and solve problems which are set by the lecturer. Students will present their answers and solutions within the seminar group. Seminars enable students to explore further the topics introduced in the lectures.

Workshops follow on from lectures and seminars. They are designed to enable students to work within a small group to perform set tasks (e.g. working on an exercise or case study). They reinforce proactive learning by providing opportunities for discussion and interaction.

The seminar/workshop groups are small, thereby enabling students to develop a deep understanding.

Student digital literacies are developed on this module through the use of:

- Online libraries and databases for gaining access to full-text journal articles and eBooks.
- Communication means provided through the VLE and learning technology applications.
- Assessment and feedback tools such as Multiple Choice Tests/Quizzes, Turnitin and the VLE's Gradebook – enabling timely and detailed feedback on student work.
- Web-based Office 365.

Indicative Content

- Types of organisations and legal status
- Organisational structures and management roles
- Organisational values, ethics, goals, decision making and biases
- Management and leadership theories and styles
- Organisational culture and values and its impact on management and leadership
- Knowledge, skills, behaviours and communication techniques for effectiveness in management and leadership roles
- Team building and motivation for high performance team
- Culture of professionalism, mutual trust, respect and support within organisations
- Importance of continuous personal and professional development in achieving organisational objectives
- The use of reflective practice in personal and professional development

- Approaches to reflective practice
- Reflecting and evaluating own performance, own working style and its impact on others in the workplace
- Development needs for current and future roles
- Development opportunities to meet short, medium and long term objectives
- Personal development plans with measurable objectives

Indicative Bibliography:

Please note the essential reads and other indicative reading are subject to annual review and update.

Essential Reading

- Smith, P, Farmer, M, Yellowley, W, & Smith, P (2012), *Organizational Behaviour*, Taylor & Francis Group, London.

Other indicative reading

- Resources available from CMI Management Direct
- Stewart, J. and Rogers, P.(2012), *Developing People and Organisations*. London: Kogan Page.
- Lee, J (2020), *Accelerating Organisation Culture Change: Innovation Through Digital Tools,* Emerald Publishing Limited, Bingley.

Employability skills – the Glyndŵr Graduate

Each module and programme is designed to cover core Glyndŵr Graduate Attributes with the aim that each Graduate will leave Glyndŵr having achieved key employability skills as part of their study. The following attributes will be covered within this module either through the content or as part of the assessment. The programme is designed to cover all attributes and each module may cover different areas.

Core Attributes
Engaged
Enterprising
Creative
Ethical

Key Attitudes
Commitment
Curiosity
Resilience
Confidence
Adaptability

Practical Skillsets
Digital Fluency
Organisation

Leadership and Team working
Critical Thinking
Emotional Intelligence
Communication