

# Prifysgol Wreccsam Wrexham University

## Module specification

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|                      |                                         |
|----------------------|-----------------------------------------|
| Module Code          | ONLM701                                 |
| Module Title         | Leadership and Organisational Behaviour |
| Level                | 7                                       |
| Credit value         | 15                                      |
| Faculty              | Wrexham Business School                 |
| HECoS Code           | 100079                                  |
| Cost Code            | GABP                                    |
| Pre-requisite module | N/A                                     |

### Programmes in which module to be offered

| Programme title                                        | Core/Optional/Standalone |
|--------------------------------------------------------|--------------------------|
| MSc Management & Leadership (Online)                   | Core                     |
| MSc Management with Project Management (Online)        | Core                     |
| MSc Management with Healthcare Management (Online)     | Core                     |
| MSc Management with HR Management (Online)             | Core                     |
| MSc Management with Supply Chain Management (Online)   | Core                     |
| MSc Management with Finance (Online)                   | Core                     |
| MSc Management with Organisational Psychology (Online) | Core                     |
| MSc Management with Marketing (Online)                 | Core                     |
| MSc Management with Business Analytics (Online)        | Core                     |
| MSc Management with International Business (Online)    | Core                     |

### Breakdown of module hours

|                                                             |         |
|-------------------------------------------------------------|---------|
| Learning and teaching hours                                 | 15 hrs  |
| Placement tutor support hours                               | 0 hrs   |
| Supervised learning hours e.g. practical classes, workshops | 0 hrs   |
| Project supervision hours                                   | 0 hrs   |
| <b>Active learning and teaching hours total</b>             | 15 hrs  |
| Placement hours                                             | 0 hrs   |
| Guided independent study hours                              | 135 hrs |
| <b>Module duration (Total hours)</b>                        | 150 hrs |

## Module aims

During this module, students will learn the skills and characteristics of an effective leader. Students will learn how to apply leadership skills during change and in multicultural and diverse environments. The common thread throughout the module will be leading with strong managerial ethics, emotional intelligence, and reflective leadership. The module will also examine the relationship between contemporary leadership issues and classical leadership theory

## Module Learning Outcomes

At the end of this module, students will be able to:

|   |                                                                                                                                                                                             |
|---|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | Critically apply appropriate leadership skills and characteristics to evidence impact and engagement within organisational performance and corporate accountability.                        |
| 2 | Differentiate between leadership styles and motivational techniques to ensure strategic success and organisational improvement from a critical perspective.                                 |
| 3 | Distinguish which leadership skills and characteristics are most important for leading during planned and unplanned organizational change through the lens of academic theory and analysis. |
| 4 | Critically discuss sustainable leadership, motivation, and ethical theories as a means of leading a successful organisation within the context of corporate social responsibility.          |
| 5 | Distinguish which leadership skills and characteristics are most important for leading in diverse settings.                                                                                 |
| 6 | Evaluate your personal leadership style and reflect on areas for improvement.                                                                                                               |

## Assessment

Indicative Assessment Tasks:

This section outlines the type of assessment task the student will be expected to complete as part of the module. More details will be made available in the relevant academic year module handbook.

Assessment 1:

Learners will complete a written assignment that will critically evaluate leadership skills and characteristics within the context of management and will demonstrate critical evidence and research of the different leadership and motivation styles that lead to business success.

Assessment 2:

Learners will undertake a written critical analysis of relevant leadership skills and characteristics required for successful organisational change, incorporating discussion and explanation on relevant leadership skills and characteristics to demonstrate organisational impact and performance in diverse settings, and through evaluation and reflection of their own leadership style, identify how their learning from this module could be developed or improved.

| Assessment number | Learning Outcomes to be met | Type of assessment | Duration/Word Count | Weighting (%) | Alternative assessment, if applicable |
|-------------------|-----------------------------|--------------------|---------------------|---------------|---------------------------------------|
| 1                 | 1, 2, 3                     | Written Assignment | 1000                | 40            | N/A                                   |
| 2                 | 4, 5, 6                     | Written Assignment | 2000                | 60            | N/A                                   |

## Derogations

None

## Learning and Teaching Strategies

The overall learning and teaching strategy is one of guided independent study, in the form of distance learning requiring ongoing student engagement. Online material will provide the foundation of the learning resources, to support a blended approach, requiring the students to log-in and engage on a regular basis throughout the eight-week period of the module. There will be a mix of recorded lectures and supporting notes/slides, containing embedded digital content and self-checks for students to complete as they work through the material and undertake the assessment tasks. The use of a range digital tools via the virtual learning environment together with additional sources of reading will also be utilised to accommodate learning styles. There is access to a helpline for additional support and chat facilities through Canvas for messaging and responding.

## Welsh Elements

Every student has the right to submit written work or examinations in Welsh. All Welsh speaking students have the right to a Welsh speaking tutor. Elements of the Welsh language and culture will be embedded throughout the module where possible.

## Indicative Syllabus Outline

Foundations of effective leadership  
Leadership characteristics and theories  
Differentiate between leadership and management  
Leading and motivation  
Characteristics of team and motivation  
Motivation theories and styles  
Change leadership and resistance to change  
Organisational development  
Ethical leadership  
Individual leadership

## Indicative Bibliography

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

### Essential Reads:

International Journal of Business and Globalisation  
International Journal of Business and Management  
International Journal of Corporate Social Responsibility  
International Leadership Journal  
International Trade Journal  
Journal of Business and Management  
Journal of Business Research  
Journal of International Economics  
Journal of Leadership and Organisational Studies  
Journal of Leadership Studies  
Journal of Organisational Behaviour

### Other indicative reading:

Dhman, S. (2017) *Holistic Leadership*, Palgrave Macmillan, Basingstoke  
Iszatt-White and Saunders, C. (2014) *Leadership*, 2nd Edn., Oxford University Press, Oxford  
Northhouse, P.G. (2021) *Leadership: Theory and Practice* 9th Edn., Sage Publications, London

## Administrative Information

| For office use only          |                    |
|------------------------------|--------------------|
| Initial approval date        | 29/01/2024         |
| With effect from date        | Sept 2024          |
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