

Module specification

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Refer to guidance notes for completion of each section of the specification.

Module Code	ONLM701
Module Title	Leadership and Organisational Behaviour
Level	7
Credit value	15
Faculty	FSALS
HECoS Code	100079
Cost Code	GABP

Programmes in which module to be offered

Programme title	Is the module core or option for this programme
MSc Management & Leadership	Core
MSc Management with Project Management	Core
MSc Management with Healthcare Management	Core
MSc Management with HR Management	Core
MSc Management with Supply Chain Management	Core
MSc Management with Finance	Core
MSc Management with Organisational Psychology	Core
MSc Management with Marketing	Core
MSc Management with Business Analytics	Core
MSc Management with International Business	Core

Pre-requisites

None



Breakdown of module hours

Learning and teaching hours	15 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	15 hrs
Placement / work based learning	0 hrs
Guided independent study	135 hrs
Module duration (total hours)	150 hrs

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Initial approval date	29 th July 2024
With effect from date	September 2024
Date and details of revision	
Version number	1

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:

Formative Assessment

Formative assessment for this module may include:

End of lesson questions or quizzes, to check knowledge at the end of each unit and module, feedback on subject discussion forums, sharing experiences in groups, self and peer assessment and one-minute papers, to demonstrate understanding and progress of subject knowledge, and improve learning.

Summative Assessment

Assignment 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. (Indicative word count – 1,000 words).

Assignment 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. (Indicative word count – 2,000 words).

Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)
1	1, 2, 3	Written Assignment	40%
2	4, 5, 6	Written Assignment	60%

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.

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. Please *ensure correct referencing format is being followed as per University Harvard Referencing Guidance.*

Essential Reads

Journal of Leadership and Organisational Studies
Journal of Leadership Studies

International Leadership Journal
Journal of Organisational Behaviour
International Journal of Business and Globalisation
Journal of Business and Management
International Journal of Business and Management
Journal of International Economics
International Trade Journal



Journal of Business Research
International Journal of Corporate Social Responsibility

Other indicative reading

Northouse, P.G. (2021) Leadership: Theory and Practice 9th Edn., Sage Publications, London

Iszatt-White and Saunders, C. (2014) Leadership, 2nd Edn., Oxford University Press, Oxford

Dhman, S. (2017) Holistic Leadership, Palgrave Macmillian, Basingstoke

