

Module specification

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

Module Code	ONLM722
Module Title	Psychology of Leadership
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 Organisational Psychology	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	29th July 2024
With effect from date	September 2024
Date and details of revision	
Version number	1

Module aims

This module will further your knowledge of the psychology of leadership, aiming to broaden understanding through an exploration of leadership theories, models, and practices from a psychological viewpoint. It addresses the psychological underpinnings of leadership, the dynamics of followership, ethics in leadership, and approaches to global and cross-cultural leadership challenges. By analysing, evaluating, and formulating strategies based on psychological theories and evidence, the module will prepare you to tackle complex leadership issues in diverse organisational contexts, focusing on enhancing leadership effectiveness across cultures and situations.

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

1	Critically analyse the psychological foundations of leadership within the business environment, through the evaluation of leadership theories, models and frameworks.
2	Critically discuss the impact of leadership psychology within the workplace, evidencing application of knowledge and understanding of its position within aspects of leadership practices and influence of others.
3	Critically appraise the determinants of followership processes and dynamics along with their relationship with leadership, considering its impact on motivation and behaviours.
4	Reflect on own leadership and demonstrate awareness of the values and limitations of own skills and knowledge within leadership scenarios.
5	Formulate strategies for global and cross-cultural leadership, critically evaluating cultural business intelligence and communications.

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 are to complete a written critical presentation demonstrating academic research of psychological leadership and its association with leadership theories, models and frameworks within an organisational context. (Indicative word count – 750 words).

Assignment 2:

Learners are to critically examine a relevant organisational case study and present a written critical analysis of the boundaries of organisational psychology from a global perspective, followed by a self-reflective evaluation, in a format of their choice (i.e. literature review, essay, work report, executive report), (Indicative word count – 2,250 words).

Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)
1	1, 2	Presentation	40%
2	3, 4, 5	Coursework	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

Psychological foundations of leadership
Leadership theory, models, and frameworks
Followership processes and dynamics
Ethics and leadership
Global and cross-cultural 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
European Journal of Work and Organisational Psychology
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

Bratton, J. (2023). Organisational Leadership. 2nd edn. London. Sage Publications Ltd.

Cutler, A. (2014). Leadership Psychology. 1st edn. Kogan Page.

