

Leading Managing and Developing People

Module Code:	HRM7017-B
Academic Year:	2018-19
Credit Rating:	20
School:	School of Management
Subject Area:	Human Resource Management
FHEQ Level:	FHEQ Level 7 (Masters)

Pre-requisites:

Co-requisites:

Contact Hours

Type	Hours
Lectures	24
Tutorials	24
Directed Study	152

Availability Periods

Occurrence	Location/Period
BDA	University of Bradford / Full Year (Sept - Aug)

Module Aims

This module explores the complex history of leadership studies and the challenges of leading, managing and developing people in organisations. Taught lectures and group discussion invite students to investigate classic and contemporary leadership research and to consider the continued influence of leadership on organisational policy and practice.

Outline Syllabus

The module covers a range of perspectives and debates surrounding the study of leadership, leadership development, management education, and managing people. Lecture themes include: leadership and personality, the importance of style and behaviour, transformational and authentic leadership, critical approaches to leading and following, gender and equality, leading ethically, developing leaders and followers, leading

organisational change, and contemporary perspectives on workplace training and development.

Module Learning Outcomes

On successful completion of this module, students will be able to...

- 1 Recognise and describe distinct periods and influential studies in the history and development of leadership research. Understand the qualitative difference between a range of complementary and competing theoretical and methodological perspectives in the academic and practitioner literatures on leadership and leadership development. Discuss and debate the wider implications of utilizing theories and models of leadership and leadership development in applied organisational settings.
- 2 Debate and critically evaluate the characteristics of effective leadership and the methods used to develop leadership and followership in organisations. Contribute to the promotion of flexible working and effective change management in organisations. Assess the contribution made by leaders and leadership specialists in different types of organisation.
- 3 Promote professionalism, good scholarship, and an appreciation of ethical dimensions of leading, managing and developing people in complex organisational settings.

Learning, Teaching and Assessment Strategy

The module combines the following: lectures with learning materials to cover the essential concepts and topics; tutorials involving class discussions on case studies that engage with relevant concepts, perspectives and debates; and videos and guest speakers are used to provide applied practical experiences. All teaching is supported by information supplied on the VLE. Practical study involves working on developing your knowledge of key leadership and people management theories, concepts, and applications. Directed study includes personal reading and scholarship, use of key perspectives and studies in the analysis of 'real life' cases, the implementation of new concepts to inform the policies and practices of leading, managing and developing people in complex organisational settings. (LO1) utilises knowledge disseminated through lectures, practiced in tutorials, and developed in directed study, and is assessed through assessment 1 and 2. Formative feedback is provided in tutorials and summative feedback is provided on evaluation of assessment 1 and 2. (LO2) utilises knowledge disseminated through lectures and practiced in tutorials to develop independent learning and apply academic knowledge to practical problems and scenarios. (LO2) is assessed through assessment 1 and 2 with formative feedback provided in tutorials and summative feedback provided on evaluation of assessment 1 and 2. The largely formative learning outcome (LO3) utilises knowledge and practices of good scholarship and an appreciation of the ethical dimensions of leadership.

Mode of Assessment

Type	Method	Description	Length	Weighting	Final Assess'
Summative	Examination - closed book	Examination - closed book (1.5hrs)	1.5 hours	50%	Yes
Summative	Coursework	Individual assignment (2000 words)	-2000 words	50%	No

Legacy Code (if applicable)

MAN4324D

Reading List

To view Reading List, please go to [rebus:list](#).