

Module Details	
Module Title:	Transformational Diversity Leadership
Module Code:	DIM7011-C
Academic Year:	2019-20
Credit Rating:	30
School:	School of Allied Health Professions and Midwifery
Subject Area:	Leadership and Management (Health)
FHEQ Level:	FHEQ Level 7 (Masters)
Pre-requisites:	
Co-requisites:	

Contact Hours	
Type	Hours
Lectures	3
Practical classes and workshops	10
Tutorials	25
Directed Study	262

Availability	
Occurrence	Location / Period
BDA	University of Bradford / Semester 1 (Sep - Jan)
BDA	University of Bradford / Semester 2 (Feb - May)

Module Aims
To facilitate the development of diversity competent leadership and management skills and mainstreaming diversity through alignment with core practices and procedures to help drive business results. To enable students to critically reflect on their role in the development of management strategies to harness and advance diversity in workplaces. To help students develop successful diversity practices and strategies for enhancing their organisation's talent profile and meeting the demands of a changing workplace.

Outline Syllabus

Diversity and human resources management;
Corporate strategy and leadership -context, approaches and models;
Global leadership strategies and diversity competence;
Diversity leadership behaviours including managing immunity to change, presentation, negotiating, influencing, and internal and external consultancy skills;
Developing and delivering diversity initiatives;
Mobile subjectivities and self-positioning in diversity leadership;
Equality and climate for diversity;
Managing diverse talents and succession planning;
Developing and integrating diversity policies for best practice;

Learning Outcomes

1.1	Critically evaluate policies to mainstream diversity in organisational practice in a global context.
1.2	Critically analyse and utilise models and skills for leading organisations to value diversity as a source of competitive advantage
1.3	Demonstrate a critical understanding of bottom-line impact of diversity by applying measurement approaches that exhibit diversity return on investment.
2.1	Critically evaluate and apply transcultural leadership competence required to effect change in organisations.
2.2	Discuss and apply advanced strategies, tools and techniques needed to manage equality and diversity initiatives within your organisation.
2.3	Further develop and communicate the business case for diversity by understanding the diversity value proposition and how organisations may gain competitive advantage through effective diversity practices and strategies.
2.4	Formulate approaches for leveraging diversity to enhance organisational processes
3.1	Further demonstrate cultural sensitivities in dealing with wide ranging and complex issues by managing links to value creation and excellence.
3.2	Demonstrate the development of communication, analysis, presentation, negotiation and influencing skills with an ability to reflect in a critical and constructive manner.

Learning, Teaching and Assessment Strategy

Lectures: through webinar explore diversity competent leadership, approaches to mainstreaming diversity and cover notions of diversity measurement (LO's 1.1,1.2,1.3,2.1) Seminars will facilitate group based discussion synchronously and asynchronously via the VLE and other interactive on-line (e.g., relevant web-sites). In addition, campus-based study days will provide opportunity for shared learning between students and invited experts at CfID conference and / or diversity challenge seminars (LO's 1.1,1.2,1.3,2.1,2.2,2.3,3.1,3.2) Students who are unable to attend optional study days will be provided with equivalent activities including audio, video and Collaborate recording or excerpts of missed sessions. Other: students will be guided to undertake organisational based activities to inform understanding, assist in the application of theory to practice and facilitate completion of assignments. Directed study: will include distance learning materials alongside seminars and tutorials and directed reading to develop students

portfolio of learning to enhance transferable skills and knowledge related to critical thinking and analysis (LO's 1.1,1.2,1.3,2.1,2.2,2.3, 2.4, 3.1,3.2). Academic development will be through the personal academic tutor.

Assessment 1: Diversity management reflective log (LO 2.3,3.1, 3.2).

Assessment 2: Critical analysis on mainstreaming diversity in students choice of context (LO 1.1,1.2,1.3,2.1,2.2,2.4).

Formative Assessment: Critical appraisal of one's values, beliefs, and attitudes and the development of intercultural competence (LO 2.1, 3.1, 3.2)

Mode of Assessment

Type	Method	Description	Length	Weighting
Formative	Coursework	Self-assessment journal		%
Summative	Coursework	Reflective Log (2000 words)	-2000 words	40%
Summative	Coursework	Essay (3000wds)	-3000 words	60%

Reading List

To access the reading list for this module, please visit <https://bradford.rl.talis.com/index.html>.

Please note:

This module descriptor has been published in advance of the academic year to which it applies. Every effort has been made to ensure that the information is accurate at the time of publication, but minor changes may occur given the interval between publishing and commencement of teaching. Upon commencement of the module, students will receive a handbook with further detail about the module and any changes will be discussed and/or communicated at this point.