

Module code	MLIP	NQF level	7
Credit value	20	Study duration	12 weeks

Leadership in Practice

Module description

The module equips students with a range of practical leadership skills underpinned by a critical appreciation of leadership theory. Students will develop a reflexive interpretation of the character of leadership in practice within organisations and their own personal development.

This module aims to:

- Critically assess alternative theories of leadership
- Analyse critical incidents to judge organisational leadership performance
- Examine the impact of the role and nature of the organisation on the skills and behaviour needed by leaders
- Develop autonomy and self-direction in learning

Learning outcomes

On completion of this module, students will be able to:

- review different theories of leadership and critically assess their relevance to leadership practice
- analyse critical incidents to judge organisational leadership performance
- understand how the role and nature of the organisation affects the leadership knowledge, skills and behaviour needed by senior managers
- formulate personal development objectives based on the outcomes of assessment and diagnostic tools
- design and implement a plan to develop leadership behaviour

Syllabus

- Traditional and contemporary models of leadership, their research methodologies and critical assessments
- Critical incidents relevant to the organisational sector
- Organisation type, purpose, values and culture – their interaction and their impact on the leadership role
- The criteria used to judge effective leadership and associated behaviours in different types of organisation
- Skills and techniques for:
 - evaluation of personal behaviour and performance
 - seeking and objectively evaluating feedback
- Models and techniques of reflective learning
- Concepts of capability and competence, learning and cognition, personality and motivation
- Psychometric, intelligence, skills and other test types; validity of tests, and test methodologies
- Personal development planning

Learning and teaching methods

The learning and teaching methods for the module follow the intended online delivery strategy for the programme as a whole.

The module will be delivered by reading materials available on the learning platform supported by pre-recorded lectures, synchronous question and answer (Q&A) sessions, group and individual tasks, and directed independent study. Students will be encouraged to identify and share relevant web-based resources and are expected to extend and enhance the knowledge and understanding they acquire by regularly consulting online library materials relating to the course. Lecturers engage students outside the classroom through online office hours, appointments and email communication.

Description of unit of assessment	Length/Duration	Submission date	Weighting
4 x assessed discussion activities	Two weeks	Every two weeks	20%
Mid-module assignment	2,500 words	Mid module	35%
End of module assignment	2,500 words	End of module	35%
Journal entries	300-500 words	Every two weeks	10%