



## Leadership and Business Performance

<b>Module Code</b>	LBP	<b>NQF level:</b>	7
<b>Credit Value</b>	10	<b>Study duration:</b>	6 weeks

### Module description:

Leadership with its impact on businesses performance and organisational culture is often understood to be a critical factor in creating value and sustainability for modern organisations, regardless of their size or the sector they operate within. This module will enable you to gain knowledge on and insights into leadership, ways of leading and the ways they matter in organisations and beyond them. You will gain an understanding of what leadership is and how thinking about it has developed over time as well as how leadership relates to business performance and how leadership itself is performed. You will also encounter ways of thinking about, and rethinking what leadership is and what it should and could be. We will examine leadership in the context of organisations and nations as well as globally. The module will help you reflect on leadership as a role, a process, a practice and a skill.

### Aims:

The subject of Leadership and its impact on culture and business performance has been established as a critical factor in creating value and sustainability for modern organisations of whatever size or sector they operate within. This module will enable students to gain knowledge and insight from an approach which has a forty year track record of research and practical application in a multi sector context with full global reach. Students will gain a deep understanding of the factors which differentiates outstanding from average organisational performance, and develop an appreciation of the critical levers which drive and facilitate change and value in a business.

### Learning outcomes

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

- a critical understanding of different approaches to leadership and ways of leading and their development
- a critical understanding of the relationship between leadership practice and organisational performance
- a reflexive understanding of leadership and your own leadership skills and capacities that you can build on in the future

### Syllabus

- Introduction to leadership and the module
- What is leadership? Development of leadership thought and knowledge
- Leadership and business performance
- Performing leadership
- Rethinking leadership: Challenging leaders in theory and practice
- Leadership and culture: Organisations, nations and globalisations
- What to do with leadership and how to be a leader?

### Learning and teaching methods

This module will be delivered by learning materials provided on the learning platform supplemented by readings. Students also have access to a series of 'Listen Again' lectures recorded on campus by Essex Business teaching staff. Tutor support will be available to students via phone, email, and weekly live seminar sessions. Each seminar revolves around a subject case study which links to the same resources used by students in the on-campus programme.

Description of unit of assessment	Length/Duration	Submission Date	Weighting
End of Module Project	2,500 words	End of Unit 6	70%
Discussion Forums x 2	Up to 10 posts	End of Units 2 and 4	20%
Individual Reflective Journal	3 entries	End of Units 2, 4 and 6	10%