

20BSB710: Leading and Developing Others

This module is principally taught by School of Business and Economics

Module details

Module Leader	Dr AL Harrington
Long Title	Leading and Developing Others
Distance Learning	None
Credit Weighting	10
Sensitive Content	N
Exam Weight %	0
Coursework Weight %	100

Module instance details (including semester changes)

Instance Number	Instance Start Date	Delivery Start Date	Delivery End Date	Delivery Period
1	01/02/2021	01/02/2021	16/06/2021	Semester Two

Pre requisites and co requisites

Pre requisite modules

SSA151/PSA508 Foundations in Social Psychology

Other pre requisites

Co requisites

Excluded combinations

Availability

Module is generally available to any student meeting pre-requisites, but numbers may be restricted.

Accessibility

Accessibility

C. Does not use methods which are likely to present difficulties for students with disabilities

Accessibility information

Module aims and content

Aims

To develop students' understanding of the theory and practice of leadership, followership and development at work; to analyse the ways in which leaders can develop future leaders and others at work.

Contents

Leadership theory, including transformational leadership (recapping and extending the work covered in SSA151 Foundations in Social Psychology); leadership skills, behaviours and competencies; culture, gender and personality differences in leadership; theory and research of coaching and mentoring; the role of feedback in assessment and development at work; design of leadership development programmes.

Module learning outcomes

Knowledge and Understanding

- A01: describe and evaluate prominent theories of leadership at work;
- A02: describe methods used to gather and analyse data on leadership at work;
- A03: outline the ways in which learning and development occur in the workplace;
- A04: examine how techniques such as coaching and mentoring can be used by leaders to develop others at work;
- A05: evaluate different roles of those who follow a leader.

Subject-Specific - Cognitive Skills

- B01: connect abstract psychological concepts with observable work behaviour;
- B02: evaluate the strengths and weaknesses of psychological theory and research;
- B03: analyse how leaders enact their roles;
- B04: analyse the context in which leadership takes place and which plays a part in shaping expectations placed upon leaders.

Subject-Specific - Practical Skills

- C01: apply psychological theory and research to specific work situations;
- C02: try out leader and follower styles and behaviours;
- C03: develop skills central to coaching and mentoring relationships.

Key Transferable Skills

- D01: manage their own learning;
- D02: work in teams;
- D03: give and receive feedback.

Teaching and learning

Activity	Hours	Comments
Guided independent study	76	
Lecture	24	

Total	100	
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Expected hours of student effort:

100

Teaching and learning text

Weekly sessions will either be in two one-hour blocks or one two-hour block. About half of the class time will be taken up with practical exercises and/or case studies.

Assessment

This information relates to the default instance of the module:

Assessment Code	Assessment Title	Assessment Weight (%)	Assessment Type	Exam Semester	Exam Length	Coursework Length	SAP Availability	Chronological Order
S2CW	Coursework	100	Coursework	N/A	N/A		Yes, can be reassessed in SAP	0

Assessment text

Coursework will be an assignment in which students apply some of the module material to fictional or real situations, which may include exercises conducted during the module.

Module feedback

Feedback given to students in response to assessed work

Individual written feedback on coursework

Developmental feedback generated through teaching activities

Discussion and feedback on the results of questionnaires completed by students
Dialogue between students and staff reviewing performance in in-class activities
Guidance and practice using criteria-based peer-feedback
Discussion and feedback on pre-lecture reading and pre-lecture online activities