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Title: LEADERSHIP AND PERFORMANCE  
 Status: Definitive  
 Code: **5005BUSHR** (117313)  
 Version Start Date: 01-08-2018

Owning School/Faculty: Academic Portfolio  
 Teaching School/Faculty: Academic Portfolio

Team	Leader
Jason Bogh	Y

**Academic Level:** FHEQ5      **Credit Value:** 24      **Total Delivered Hours:** 78  
**Total Learning Hours:** 240      **Private Study:** 162

### Delivery Options

Course typically offered: Standard Year Long

Component	Contact Hours
Workshop	78

**Grading Basis:** 40 %

### Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Presentation	Case pres	Presentation	30	
Report	Bus rep	Report	50	
Reflection	PDP	Reflection	20	

### Aims

*To introduce students to the theoretical concepts associated with leadership and to explore the wider practical implications within a changing and diverse work environment. To establish the links between leadership and performance. To gain the knowledge and skills required to develop performance management strategy, policy and practice and to integrate performance management strategy with*

*other HR strategies and organizational goals.*

## **Learning Outcomes**

After completing the module the student should be able to:

- 1 Recognise and discuss the impact environment factors may exert on leaders, especially with respect to culture and the management of performance and change.
- 2 Define Leadership and explain the impact of leadership styles and communication on organizational processes and in particular, on performance.
- 3 Formulate appropriate personal strategies for developing skills in leadership and managing performance

## **Learning Outcomes of Assessments**

The assessment item list is assessed via the learning outcomes listed:

Case study presentation	1
Business report	2
PDP reflection	3

## **Outline Syllabus**

*Nature of leadership – management & leadership*

*Leadership traits and behaviours*

*Leading Change – Transformational leadership*

*Influencing through communication*

*Managing Performance in Organisations*

*Leading teams to high performance working*

*Courage and morale leadership – ethics and spirituality*

*Leaders and multiculturalism – culture & female leaders*

*Contribution of leadership to performance management..*

*Devising and implementing performance review.*

*Managing performance and reward.*

*Managing under-performance.*

*Implementation and evaluation of performance management systems linked to culture, diversity and leadership*

## **Learning Activities**

Workshops to develop and understand leadership and positive behaviours in managing the performance of self and others

On line support and guidance with theoretical underpinning on leadership and performance management

Tutorial sessions to check understanding and application

### **Notes**

Case study led module with reflective element to encourage personal leadership and performance enhancement development in students