

Liverpool John Moores University

Title: Leadership and Performance Theory and Practice
Status: Definitive
Code: **5220BSPTHR** (123951)
Version Start Date: 01-08-2021

Owning School/Faculty: Business and Management
Teaching School/Faculty: Business and Management

Team	Leader
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Academic Level: FHEQ5 **Credit Value:** 30 **Total Delivered Hours:** 60

Total Learning Hours: 300 **Private Study:** 240

Delivery Options

Course typically offered: Summer

Component	Contact Hours
Online	30
Workshop	30

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Presentation	Pres.	Presentation - 15 minutes	50	
Report	Report	Report - 2000 words	50	

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 Explain the impact different leadership styles can have on organizational performance
- 2 Demonstrate an understanding of what makes a successful leader
- 3 Develop successful performance management interventions in a range of organisational contexts

Learning Outcomes of Assessments

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

Presentation	1	2
Business Report	1	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 moral leadership

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

Notes

Bridging the gap between theory and practice in terms of leadership and performance

