

Module Information

2022.01, Approved

Summary Information

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| Module Code | 5220BSPTHR |
| Formal Module Title | Leadership and Performance Theory and Practice |
| Owning School | Business and Management |
| Career | Undergraduate |
| Credits | 30 |
| Academic level | FHEQ Level 5 |
| Grading Schema | 40 |

Teaching Responsibility

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| LJMU Schools involved in Delivery |
| Business and Management |

Learning Methods

| Learning Method Type | Hours |
|----------------------|-------|
| Online | 30 |
| Workshop | 30 |

Module Offering(s)

| Display Name | Location | Start Month | Duration Number Duration Unit |
|--------------|----------|-------------|-------------------------------|
| APR-MTP | MTP | April | 12 Weeks |

Aims and Outcomes

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| 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. |
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After completing the module the student should be able to:

Learning Outcomes

| Code | Number | Description |
|------|--------|---|
| MLO1 | 1 | Explain the impact different leadership styles can have on organizational performance |
| MLO2 | 2 | Demonstrate an understanding of what makes a successful leader |
| MLO3 | 3 | Develop successful performance management interventions in a range of organisational contexts |

Module Content

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| 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 |
| Module Overview | This module introduces you to the theoretical concepts associated with leadership. It enables you to explore the wider practical implications within a changing and diverse work environment. |
| Additional Information | Bridging the gap between theory and practice in terms of leadership and performance |

Assessments

| Assignment Category | Assessment Name | Weight | Exam/Test Length (hours) | Module Learning Outcome Mapping |
|---------------------|-----------------|--------|--------------------------|---------------------------------|
| Presentation | Presentation | 50 | 0 | MLO1, MLO2 |
| Report | Business Report | 50 | 0 | MLO1, MLO3 |

Module Contacts

Module Leader

| Contact Name | Applies to all offerings | Offerings |
|----------------|--------------------------|-----------|
| Joshi Jariwala | Yes | N/A |

Partner Module Team

| Contact Name | Applies to all offerings | Offerings |
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