

**Summary Information**

<b>Module Code</b>	7000CPDSDL
<b>Formal Module Title</b>	Strategic Leadership Development
<b>Owning School</b>	Education
<b>Career</b>	Postgraduate Taught
<b>Credits</b>	0
<b>Academic level</b>	FHEQ Level 7
<b>Grading Schema</b>	Pass/Not Pass

**Module Contacts**

**Module Leader**

Contact Name	Applies to all offerings	Offerings
Stephanie Slater	Yes	N/A

**Module Team Member**

Contact Name	Applies to all offerings	Offerings
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**Partner Module Team**

Contact Name	Applies to all offerings	Offerings
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**Teaching Responsibility**

<b>LJMU Schools involved in Delivery</b>
Education

**Learning Methods**

Learning Method Type	Hours
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Tutorial	200
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## Module Offering(s)

Offering Code	Location	Start Month	Duration
JUN_NS-MTP	MTP	June (Non-standard start date)	12 Weeks

## Aims and Outcomes

<b>Aims</b>	<p>Demonstrate understanding of the positive impact equality, diversity and inclusion (EDI) bring to an organisation, with EDI embedded across practice.</p> <p>Act as a catalyst for equitable social change and generate innovative collaboration, tracking and evaluating social value.</p> <p>Support strategic planning, celebrating an aspirational culture for a diverse community, ensuring ethical development and accurate representation of culture to address organisational priorities.</p> <p>Reflexively address the individual leader's engagement with vision, strategy and leadership thinking and practice, critiquing diversity and ethical leadership whilst considering complexity, ambiguity and systems thinking.</p>
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## Learning Outcomes

After completing the module the student should be able to:

Code	Description
MLO1	To explore the theories of change in a complex organisation, appreciating the experience of and barriers to change across organisation and connecting key leadership approaches that facilitate effective change.
MLO2	To consider the practical implications and transitions of change, aligning change process to organisational values and reviewing leadership agency, quality enhancement and change management systems.
MLO3	To reflect on and analyse own leadership approach and values through critical reflection, demonstrating critical understanding of the effective leadership behaviours and appreciating the breadth of accountability across individual leadership roles.
MLO4	To evaluate the effectiveness of own team leadership approach, developing strategies for building high-performance teams and eliminate obstacles to effective teamwork, demonstrating critical understanding of the concepts of effective team coaching behaviours through contemporary theory and exploring methodologies to manage the complexities of network dynamics.
MLO5	To appreciate critical thinking in leadership theory, reflecting on the wider organisational design and community network and analysing the organisation as an external and internal system.
MLO6	To establish key principles of strategic decision making and analysis, defining organisational processes of questioning and reflection to drive performance and building diverse organisational capacity through practical systems leadership and innovation.

MLO7	To apply ethical leadership approaches to strategic thinking and decision making, generating collaboration and strategic understanding across the organisation and enabling strategic connectors from governance to students.
MLO8	To analyse and critique strategic approaches in the workplace, generating innovative cultures within the organisations and delivering strategic transformation from within the organisation.
MLO9	To understand the rich diversity across the organisation, connecting EDI policy and strategic goals, considering own developmental areas in diversity understanding and the values and conflicts of diversity leadership.
MLO10	To explore a range of diverse perspectives across the wider organisation, developing actions and practical skills to improve diversity leadership.

## Module Content

Outline Syllabus

Diversity leadership supported by expert 'think pieces'.

Social value and action learning sessions.

Ethical Leadership Principles and Models.

Multi-perspective paradigm and functions of leadership in organisations - group activity.

Focus on quality assurance processes, enabling workforce engagement, quality improvement tools and systems.

Reflective practice.

MBTI Feedback.

Workforce overview.

Challenges of leading high-performance teams.

Authentic leadership approaches.

Real Team Activity.

Clutterbuck Model of Team coaching.

Life Cycle of Teams.

'Teaming'.

Networked Leadership.

Where is the thinking located?

Knowledge and resource capacity auditing.

Quality Improvement Cycle.

Using data analytics.

Engaging with employment data across the region.

Innovating through strategy activity: how innovative are we?

Using collaborative leadership models.

Sharing examples of 'good practice'.

Developing 'student voice'.

Assessing recruitment processes.

Focusing on institutional policy and delivery on anti-racism.

LGBT+ gender (transgender/non-binary/gender fluid), mental health, physical health conditions i.e. Menopause and neurodiversity.

Expert practitioner sessions on key EDI areas to enable leadership and practical support in these areas.

## Module Overview

The module will be delivered via five elements -

Leading Change

Leading People

Leading Thinking

Leading and delivering Strategy

Leading Diversity

It will involve ten face-to-face delivery days, supported by online learning activity.

The module has been co-designed to address the City of Liverpool College's (the College) strategic goals and to provide professional and personal leadership development for the College's senior leaders.

## Additional Information

## Assessments

Assignment Category	Assessment Name	Weight	Exam/Test Length (hours)	Learning Outcome Mapping
Presentation	Presentation	100	0	MLO1, MLO2, MLO3, MLO4, MLO5, MLO6, MLO7, MLO8, MLO9, MLO10