

Liverpool John Moores University

Title: Leading and Managing People Practices
Status: Definitive
Code: **7474BUSME** (125522)
Version Start Date: 01-08-2021

Owning School/Faculty: Leadership and Organisational Development
Teaching School/Faculty: Leadership and Organisational Development

Team	Leader
Ruth Slater	Y

Academic Level: FHEQ7
Credit Value: 10
Total Delivered Hours: 24
Total Learning Hours: 100
Private Study: 76

Delivery Options

Course typically offered: Semester 2

Component	Contact Hours
Workshop	24

Grading Basis: 50 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	Report	2500 word report	100	

Aims

This module aims for students to evaluate and apply current research and practice in the field of leading and managing people, reviewing and reflecting on the application of people management practices within the context of emerging themes

Learning Outcomes

After completing the module the student should be able to:

- 1 Assess the manager role in leading and managing people
- 2 Critically evaluate the management of strategic workforce planning, talent and HR practices to develop high performance.
- 3 Apply appropriate leadership theory and practice to motivate and influence people.
- 4 Reflect on impact of the leadership and management of people in order to manage a business effectively

Learning Outcomes of Assessments

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

2500 Word report	1	2	3	4
------------------	---	---	---	---

Outline Syllabus

Strategic workforce planning

Workforce skills utilisation

Talent management, workforce design, succession planning, diversity and inclusion.

Learning and development, learning organisations

Leadership vs management

Values based leadership

Leading people, influencing, building constructive relationships

Managing performance, strength-based approaches, managing under-performance

High performance, agile and collaborative cultures.

Setting goals and targets

Aligning resources to need

Monitoring and addressing gaps in staff development and performance

Managing absence and presenteeism

Learning Activities

Workshops will have an action-learning core with tutor input and flipped classroom environments. Critique of application of theory to practice and critical reflection

Notes

Module part of the MSc Leadership and Management