Module Details	
Module Title	Leading, Managing and Developing People
Module Code	HRM7502-B
Academic Year	2020/1
Credits	20
School	School of Management
Subject Area	Human Resource Management
FHEQ Level	FHEQ Level 7
Pre-requisites	N/A
Co-requisites	N/A

Contact Hours	
Type	Hours
Online Lecture (Synchronous)	24
Tutorials	9
Online Tutorials (Synchronous)	3
Directed Study	164

Availability	
Occurrence	Location / Period
BDA	University of Bradford / Semester 1

Module Aims
This module explores the complex history of leadership studies and the challenges of leading, managing and developing people in organisations. Taught lectures and group discussion invite students to investigate classic and contemporary leadership research and to consider the continued influence of leadership on organisational policy and practice.

Outline Syllabus
The module covers a range of perspectives and debates surrounding the study of leadership, leadership development, management education, and managing people. Lecture themes include: leadership and personality, the importance of style and behaviour, transformational and authentic leadership, critical approaches to leading and following, gender and equality, leading ethically, developing leaders and followers, leading organisational change, and contemporary perspectives on workplace training and development.

Learning Outcomes	
Outcome Number	Description
01	Recognise and describe distinct periods and influential studies in the history and development of leadership research. Understand the qualitative difference between a range of complementary and competing theoretical and methodological perspectives in the academic and practitioner literatures on leadership and leadership development. Discuss and debate the wider implications of utilizing theories and models of leadership and leadership development in applied organisational settings.
02	Debate and critically evaluate the characteristics of effective leadership and the methods used to develop leadership and followership in organisations. Contribute to the promotion of flexible working and effective change management in organisations. Assess the contribution made by leaders and leadership specialists in different types of organisation.
03	Promote professionalism, good scholarship, and an appreciation of ethical dimensions of leading, managing and developing people in complex organisational settings.

Learning, Teaching and Assessment Strategy

he module combines the following: lectures with learning materials to cover the essential concepts and topics; tutorials involving class discussions on case studies that engage with relevant concepts, perspectives and debates; and videos and guest speakers are used to provide applied practical experiences. All teaching is supported by information supplied on the VLE. Practical study involves working on developing your knowledge of key leadership and people management theories, concepts, and applications. Directed study includes personal reading and scholarship, use of key perspectives and studies in the analysis of 'real life' cases, the implementation of new concepts to inform the policies and practices of leading, managing and developing people in complex organisational settings.

(LO1) utilises knowledge disseminated through lectures, practiced in tutorials, and developed in directed study, and is assessed through the assessment. (LO2) utilises knowledge disseminated through lectures and practiced in tutorials to develop independent learning and apply academic knowledge to practical problems and scenarios. Both LO1 and LO2 are assessed through the exam. The largely formative learning outcome (LO3) utilises knowledge and practices of good scholarship and an appreciation of the ethical dimensions of leadership. Tutorials will be used to reinforce the taught component and formative assessments will allow for monitoring progress. These will be supplemented by web-based learning and self-directed learning to support each topic will take place within the directed study time. Formative feedback is provided in the tutorials and lectures.

Mode of Assessment				
Type	Method	Description	Length	Weighting
Summative	Coursework	Individual Assignment	N/A	100%

Reading List
To access the reading list for this module, please visit https://bradford.rl.talis.com/index.html

Please note:
This module descriptor has been published in advance of the academic year to which it applies. Every effort has been made to ensure that the information is accurate at the time of publication, but minor changes may occur given the interval between publishing and commencement of teaching. Upon commencement of the module, students will receive a handbook with further detail about the module and any changes will be discussed and/or communicated at this point.