

Liverpool John Moores University

Title: LEADERSHIP AND SELF EMPOWERMENT
Status: Definitive
Code: **7507CG** (103510)
Version Start Date: 01-08-2011

Owning School/Faculty: Arts, Professional and Social Studies
Teaching School/Faculty: Dublin Business School

Team	Leader
Nick Hawkins	Y

Academic Level: FHEQ7 **Credit Value:** 20.00 **Total Delivered Hours:** 25.00
Total Learning Hours: 200 **Private Study:** 175

Delivery Options

Course typically offered: Standard Year Long

Component	Contact Hours
Workshop	25.000

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	AS1	A group presentation of a report to the tutor and fellow participants critically reviewing the stakeholder within a set case study.	25.0	
Report	AS2	Produce an individual report critically analysing and synthesising stakeholder issues in an organisation of their choice (3500 words).	65.0	
Report	AS3	An individual reflection of the students learning experience set in context to the modules (1,000 words).	10.0	

Aims

1. *To provide students theoretical models and insight in to the importance of leadership, motivation and innovation and the need to create the conditions for a high performance environment.*
2. *To provide students with the conceptual understanding, practical skills and space to reflect on their own leadership capabilities and development needs in context to change and organisational needs.*
3. *Enable students to organise and plan professional development needs and identify key issues relating to their personal context and organisational context. Including the preparation of an action plan and timetable for further self-development activities.*
4. *Critically reflect, synthesise and evaluate reflective practice theory and its practice, expressing personal views and perspectives.*

Learning Outcomes

After completing the module the student should be able to:

- 1 Review and critically discuss importance of leadership, motivation and innovation and the need to create the conditions for a high performance environment.
- 2 Formulate and critically evaluate their leadership capabilities in context to changing organisational needs and present conclusions and recommendations as to the most practical and appropriate methods that could be employed to develop their capabilities.
- 3 Produce a report critically analysing their current and future learning and development needs with supporting self development action plan and timetable for further self-development activities.
- 4 Critically reflect on the aspects of their learning and development, the process and outcomes.

Learning Outcomes of Assessments

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

CW	1	2	3
CW	1	2	3
CW	1	4	

Outline Syllabus

1. *Contemporary issues and theories in leadership, motivation & self development.*
2. *Critical review and evaluation of leadership models in a contemporary context.*
3. *Employment and critical consideration of a range of psychometric tools and techniques.*
4. *Analysis and Reflection.*
5. *Culture and management styles.*
6. *Negotiation skills.*

7. *Stress Management.*
8. *Mentoring and coaching.*
9. *Application and Reflexivity.*
10. *Independent and autonomous Learning.*
11. *Presentation and Research Skills.*

Learning Activities

Lectures, group work, case studies, self-completion exercises and questionnaires, role playing exercises, problem solving exercises and group presentations coupled with action learning sets.

References

Course Material	Book
Author	Wright, P
Publishing Year	1996
Title	Managerial Leadership
Subtitle	
Edition	
Publisher	Routledge: London
ISBN	

Course Material	Book
Author	Megginson, D and Whitaker, V
Publishing Year	1996
Title	Cultivating Self Development
Subtitle	
Edition	
Publisher	IPD London
ISBN	

Course Material	Book
Author	Quinn et al
Publishing Year	2002
Title	Becoming a Master Manager
Subtitle	A Competency Framework
Edition	
Publisher	John Wiley & Sons Inc.
ISBN	

Course Material	Book
Author	Glesne,C
Publishing Year	1999
Title	Becoming qualitative researchers

Subtitle	an introduction
Edition	2nd
Publisher	New York: Longman
ISBN	

Course Material	Book
Author	Marsick and Volpe,M
Publishing Year	1999
Title	Informal Learning on the Job
Subtitle	
Edition	
Publisher	Advances in Developing Human Resources, No.3
ISBN	

Course Material	Book
Author	Barbour,R and Kitzinger, J
Publishing Year	1999
Title	Developing focus group research
Subtitle	politics, theory and practice
Edition	
Publisher	London, Sage
ISBN	

Course Material	Book
Author	Brown,A and Dowling,P
Publishing Year	1998
Title	Doing research/reading research mode of interrogation for education
Subtitle	
Edition	
Publisher	London, Falmer
ISBN	

Notes

The module has been designed to provide each participant with an holistic and objective view of their leadership capabilities.

Managerial Leadership: A Review of Theory and Research. Gary Yukl State University of New York at Albany. This article reviews and evaluates major theories of leadership and summarizes findings from empirical research on leadership. Major topics and controversies include leadership versus management, leader traits and skills, leader behavior and activities, leader power and influence, situational leadership, and the managerial grid by Blake and Mouton identifies 5 types of leadership behaviours. Find out how to develop your own managerial leadership style here. Factors Influencing Leadership/Managerial Styles. Two crucial - though often ignored - factors in influencing leadership styles are: The need to adapt behaviour/style/methods according to different situations. The psychological make-up of the leader. Yukl's focus was on managerial leadership, or leadership in the workplace. He settled on the following definition for managerial leadership: Leadership is a process of influencing others to understand and agree about what needs to be done and how to do it, and the process of facilitating individual and collective efforts to accomplish shared objectives. (p. 8). 1. What are the most important things leaders want or expect from followers? 2. What are the most important things followers want or expect from leaders?