

# HRM335 Leadership Development

**Level:** 3

**Credit Units:** 5 Credit Units

**Language:** ENGLISH

**Presentation Pattern:** EVERY REGULAR SEMESTER

## **Synopsis:**

Organisational performance and the ability to gain a competitive advantage are dependent on the effective management of people. Leaders are the key players in these processes. At the same time, however, they may also be a primary source of conflict and demotivation. Understanding what ensures strong leadership as well as where leadership can go wrong, is therefore of critical importance to the successful functioning of an organisation. This course explores theory, research and practice of leadership effectiveness in order to build a deeper understanding of leadership processes.

## **Topics:**

- The nature of leadership
- Managerial behaviours, leadership styles
- Great leaders: early leadership models
- Measuring leadership effectiveness
- Leadership and personality
- Leadership and the environment
- Transformational and charismatic leadership
- Follower-centric approaches
- Leadership and group identity
- Shared leadership
- Communication, decision-making and problem solving
- Managing and leading teams: cultural and diversity issues

## **Textbooks:**

: Leadership: Research findings, practice, and skills. 10th edition 10th edition Cengage  
ISBN-13: 9780357716267

**Learning Outcome:**

- Critique the fundamentals of, and perspectives on, leadership
- Examine the dynamics of leadership and its impact on employees and the organisational activities
- Appraise various leadership styles and their impact on organisations
- Design a strategy to enhance leadership performance
- Create a leadership competencies framework to enable the activities of work teams to meet strategic goals
- Evaluate the self and plan personal strategies to increase one's leadership capacities

**Assessment Strategies (Evening Class):**

<b>Components</b>	<b>Description</b>	<b>Weightage Allocation (%)</b>
Overall Continuous Assessment	TUTOR-MARKED ASSIGNMENT 1	15
	TUTOR-MARKED ASSIGNMENT 2	15
	GROUP BASED ASSIGNMENT 1	30
Overall Examinable Components	ECA	40
<b>Total</b>		<b>100</b>