

COURSE SPECIFICATION DOCUMENT

Academic School / Department:	Richmond Business School
Programme:	BA Business and Data Analytics
FHEQ Level:	6
Course Title:	Leadership and People Management
Course Code:	BUSM 6104
Total Hours:	160 (Lev 3-5) (4 US Credit)
Timetabled Hours:	45
Guided Learning Hours:	15
Independent Learning Hours:	100
Credit	16 UK CATS credits 8 ECTS credits 4 US credits

Course Description:

This module provides a critical exploration of leadership in the context of managing people and talent within organizations. Students will develop a deep understanding of contemporary leadership theories and their application to the challenges of attracting, developing, motivating, and retaining talent in a rapidly changing world. The module emphasizes the importance of diversity and inclusion, ethical leadership, and social responsibility in creating a high-performing and sustainable workforce. Through real-life examples, case studies, and interactive discussions, students will gain the knowledge and skills necessary to lead effectively in today's complex and dynamic business environment.

Prerequisites:

70 Credits

Aims and Objectives:

- To provide a critical understanding of leadership theories and their application to people management.
- To develop students' ability to analyze and evaluate talent management strategies in different organizational contexts.
- To enhance students' understanding of the challenges and opportunities associated with leading diverse and inclusive teams.
- To equip students with the knowledge and skills to lead ethically and responsibly in the future of work.

Programme Outcomes:

A6I, B6I, B6II,

A detailed list of the programme outcomes are found in the Programme Specification. This is located at the archive maintained by Registry and found at:

<https://www.richmond.ac.uk/programme-and-course-specifications/>

Learning Outcomes:

By the end of this course, successful students should be able to:

Course Learning Outcomes	Programme Outcomes
Critically analyse different leadership theories and styles and their implications for managing people and talent.	L6 A (i)
Design strategies for fostering a motivated, engaged, and high-performing workforce.	L6 B (i)
Apply principles of diversity and inclusion to create an inclusive and equitable workplace.	L6 B (ii)
Demonstrate an understanding of ethical leadership and social responsibility in the context of people management.	L6D (iii)

Indicative Content:

- Introduction: The Changing Landscape of Leadership
- Leadership Theories and Styles
- Talent Acquisition and Onboarding
- Developing and Retaining Talent
- Motivation, Engagement, and Performance
- Leading Diverse and Inclusive Teams
- The Future of Work and Leadership
- Ethical Leadership and Social Responsibility

Assessment:

This course conforms to the University Assessment Norms approved at Academic Board and located at: <https://www.richmond.ac.uk/university-policies/>

Teaching Methodology:

This course will be delivered face to face through a combination of lectures and interactive sessions. In addition to classroom activities, there are guided learning elements that are tutor led and arranged through Blackboard. These activities can be asynchronous online sessions, flipped classrooms, set readings with discussion boards or set guest lectures for example. Set activities are monitored by the instructor to ascertain student engagement. Students are encouraged to prepare for class and to play an active part, to raise questions, following-up ideas and interact with a wide range of provided material.

Indicative Text(s):

Carbery, R., & Cross, C. (2024) *Human resource management*. Bloomsbury Publishing.

Northouse, P. G. (2022) *Leadership: Theory and practice*. 9th edn. London: SAGE Publications, Inc.

Snell, S. and Morris, S. (2025) *Managing human resources*. 20th edn. Mason: Cengage.

Websites

Harvard Business Review: Provides articles, research, and case studies on leadership, change management, and other relevant topics. Available at: <https://hbr.org> (Accessed: November 2024).

McKinsey & Company: Offers insights and publications on organizational change, leadership, and strategy. Available at: <https://www.mckinsey.com> (Accessed: November 2024).

Forbes: Features articles and commentary on leadership trends and best practices. Available at: <https://www.forbes.com/leadership> (Accessed: November 2024).

Chartered Institute of Personnel and Development (CIPD). Available at: www.cipd.co.uk (Accessed: November 2024).

SHRM (Society for Human Resource Management). Available at: www.shrm.org (Accessed: November 2024).

See syllabus for complete reading list.

Change Log for this CSD:

Nature of Change	Date Approved & Approval Body (School or AB)	Change Actioned by Registry Services
First Edition	Nov 2024	