COURSE SPECIFICATION DOCUMENT

Academic School / Department: Richmond Business School

Programme: MSc International Business Management

FHEQ **Level:** 7

Course Title: Leadership in Organisations

Course Code: HRM 7200

Student Engagement Hours: 100
Lectures: 14
Seminar / Tutorials: 8.5
Independent / Guided Learning: 77.5

Credits:

10 UK CATS credits
5 ECTS credits
2 US credits

Course Description:
This course is designed to develop the student's ability to take leadership responsibility in a business environment. Students will learn to critically reflect and apply leadership theories. They will understand how leadership development has become a global business and which are the key stakeholders. Methods including action learning as well as peer feedback will raise self-awareness and foster students' personal and professional development.

Prerequisites: N/A

Aims and Objectives:

The aim of this course is to support students' acquiring a leadership style which is appropriate for a leader in the 21st century. Concepts such as authentic leadership, responsible leadership, and emotional intelligence are critically reflected upon, and the students are enabled to practise communication, listening, and coaching skills which are essential for sustainable leadership. A critical reflection of the role and practice of leadership will help students develop a personal and professional leader identity.

Programme Outcomes:
A2; A5
B1; B2, B3; B4; B5
C1; C2; C3; C4;

D1; D2; D3; D4; D5

A detailed list of the programme outcomes are found in the Programme Specification.

This is located at the archive maintained by the 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:

Knowledge and Understanding

- Analyse what successful and sustainable leadership is, recognise opportunities for leadership and learn how to influence others to achieve corporate success and development.
- Identify the leadership skills that are needed to accelerate change across an organisation.

Cognitive Skills

- Flexibly and creatively apply the knowledge of leading, mentoring and coaching in unfamiliar leadership situations.

Subject specific, practical and professional skills

- Engage as a leader and as a team member in group work that will require intellectual, reflective and analytical application **General/Transferable Skills**

- Effective oral and written communication in a range of traditional and electronic media.

Indicative Content:
- Responsible Leadership
- Leadership Ethics
- Team Leadership
- Reflection and awareness on individual and group behaviour in response to hierarchies and leadership

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

Teaching Methodology:

This course will be taught through lectures, seminars, tutorials, workshops, and practical sessions.

Indicative Text(s):
- Hieker, C. & Pringle, J., (2020). *The Future of Leadership Development. Disruption and the Impact of Megatrends*. Oxford: Palgrave Macmillan
- Roe, K., 2020. *Leadership: Practice and Perspectives*. 3rd ed. Oxford: OUP.
- Northouse, P., 2021. *Leadership: Theory and Practice*. 9th ed. Los Angeles: Sage.

Journals

International Journal of Evidence Based Coaching and Mentoring.

Journal of General Management (Braybrooke Press Ltd).

Journal of Management Studies (Blackwell).

Leadership and Organisation Development Journal.

Strategic Management Journal (Wiley).

Industry Insights
- McKinsey Quarterly (McKinsey & Co.)
- PwC 365
- Oliver Wyman Ideas
- HRExecutive.com
- PM Daily
- Deloitte Insights

See syllabus for a complete reading list

Change Log for this CSD:

Nature of Change	Date Approved & Approval Body (School or AB)	Change Actioned by Registry Services
Revision – annual update	May 2023	