



Module Specification

Leading People

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Part 1: Information

Module title: Leading People

Module code: UMODLA-15-2

Level: Level 5

For implementation from: 2023-24

UWE credit rating: 15

ECTS credit rating: 7.5

Faculty: Faculty of Business & Law

Department: FBL Dept of Business & Management

Partner institutions: None

Field: Organisation Studies

Module type: Module

Pre-requisites: None

Excluded combinations: None

Co-requisites: None

Continuing professional development: No

Professional, statutory or regulatory body requirements: None

Part 2: Description

Overview: Not applicable

Features: Not applicable

Educational aims: See Learning Outcomes

Outline syllabus: Early leadership Theories

LMX and Contingency Theories

Transformational, Charismatic and Strategic Leadership Theories

Leadership Context

Distributed Leadership and Followership

Culture and Diversity

Power and Ethics in Leadership

Coaching and Mentoring

Part 3: Teaching and learning methods

Teaching and learning methods: This module is centred on students 'learning by doing' and the emphasis is located on problem-posing learning rather than rote teaching. The specific teaching and learning methods of this module are grounded in the principles and practice of action learning.

The approach will be developmental and students will be expected to make a substantial contribution to the content and conduct of the module.

Teaching and learning methods are focused around a problem posing pedagogy that draws on student and peer experiences. Lectures will have blended material embedded within them and may be presented as podcasts on BB for students to follow at any time. Students will be exposed to the more complex technical, organisational and social concepts through seminars and workshops. Workshops offer the opportunity to apply the theory accrued in both lectures and private study primarily through the use of case studies and the critical appraisal of 'live' cases and issues. Cases and issues will be drawn from the students own working environment.

The workshop programme explores and applies core syllabus concepts within the

specialist context of the student's working practice.

Scheduled learning includes on-line materials such as lectures, seminars, tutorials, workshops.

Independent learning includes hours engaged with essential reading, data collection in own organisation or case study preparation, assignment preparation and completion etc. These sessions constitute an average time per level as indicated in the table below. Scheduled sessions may vary slightly.

Module Learning outcomes: On successful completion of this module students will achieve the following learning outcomes.

MO1 Identify and critically understand the major theories contained within traits, situational, behavioural, contingency, processual, distributed and team-based approaches to leadership.

MO2 Critically understand the difference between leading and managing people and apply to own experience and employment context.

MO3 Identify and understand the roles of leader, follower and context in the process of leadership.

MO4 Demonstrate understand the nature and roles of culture, power, diversity and ethics in the process of leadership.

MO5 Identify different coaching and mentoring approaches and recognise how they may help to develop teams and support people.

Hours to be allocated: 150

Contact hours:

Independent study/self-guided study = 114 hours

Face-to-face learning = 36 hours

Total = 150

Reading list: The reading list for this module can be accessed at [readinglists.uwe.ac.uk](https://uwe.rl.talis.com/modules/umodla-15-2.html) via the following link <https://uwe.rl.talis.com/modules/umodla-15-2.html>

Part 4: Assessment

Assessment strategy: The assessment strategy has two assessment tasks:

A) which is an individual reflection on your learning about leading people on this module and future application to practice in the workplace; and

B) coursework in the form of a 2000 word essay submitted during the course of the module. The 2000 word essay will require you to write a work based case study focusing on an issue of leading people in your workplace and to explain and analyse this case study through reference to leadership theories and literature covered on the module.

Summative assessment is as described above. Formative feedback is built into the module design and provides opportunities for peer and tutor feedback with regards to developing thinking and approaches to assessment and working with the assessment criteria.

Assessment tasks:

Written Assignment (First Sit)

Description: Individual reflection on learning about leading people and future application to practice in the workplace (1000 words)

Weighting: 30 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5

Written Assignment (First Sit)

Description: Work based case study analysis (2000 words)

Weighting: 70 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5

Written Assignment (Resit)

Description: Individual reflection on learning about leading people and future application to practice in the workplace (1000 words)

Weighting: 30 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5

Written Assignment (Resit)

Description: Work based case study analysis (2000 words)

Weighting: 70 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5

Part 5: Contributes towards

This module contributes towards the following programmes of study:

Leadership and Management Practice {Apprenticeship-UWE} [Frenchay] BA (Hons)
2022-23