Module Details

Module Title	Leadership For Transformational Change (Exec)
Module Code	HRM7029-B
Academic Year	2024/5
Credits	20
School	School of Management
FHEQ Level	FHEQ Level 7

Contact Hours

Type	Hours
Directed Study	100
Practical Classes or Workshops	50
Online Tutorials (Synchronous)	25
Groupwork	25

Availability

Occurrence	Location / Period
BDA	University of Bradford / Non Standard Year
DIA	Dubai Knowledge Village / Non Standard Year

Module Aims

TheLeadership for Transformational Changemodule aims to equip students with the knowledge and skills necessary to become ethical leaders capable of driving meaningful organizational transformation. By exploring various leadership theories, understanding change dynamics, and emphasizing sustainable practices, students will be well-prepared to create positive impact in their organizations and beyond.

Outline Syllabus
This module explores the interplay between leadership, learning, strategy, and transformative change. Key topics include: * Leadership vs. Management: Understand the distinction between leadership and management. * Models of Change: Study Meliorism, technology diffusion, and exogenous/endogenous change implications (e.g., Kubler Ross stages). * Critical Review of Leadership Theories: Evaluate early trait theories, behavioural styles, situational leadership, and transactional/transformational/charismatic leadership. * Multiple Intelligences of Leadership: Recognize diverse intelligences required for effective leadership. * Holistic Leadership Model: Explore an integrative model of leadership. * Leadership Challenges: Address issues in business, government, and politics. * Resilience and Coaching: Develop resilience skills. * Organizational Dynamics: Study personality, perception, motivation, team dynamics, organizational culture, and structures. * Learning and Development: Understand managerial skills, learning approaches, and personal development principles. * Workforce Strategies: Explore talent management, succession planning, and agile cultures. * Ethical Leadership: Consider corporate social responsibility, global responsible leadership, and the dark side of leadership. * Impostor Syndrome and Leadership Cycle: Reflect on impostor syndrome and the cyclical nature of leadership.

Learning Outcomes	
Outcome Number	Description
01	Understand the role of leader(s) within an organisation whilst having a critical appreciation of the shortcomings and pitfalls of leaders and leadership across international contexts.
02	Understand the importance of learning for development and growth within organisations.
03	Act as a change agent within your organsation with the ability to satisfy different stakeholder groups through ethical decision making.
04	Conduct yourself as a self-reflexive, self-regulated individual with followership and leadership skills, capable of questioning insight and dialogue skills.

Learning, Teaching and Assessment Strategy

Directed study by use of Study Books, pre-recorded lectures, talks and videos will supplement a predominantly face-to-face learning experience. Interaction though on-line discussion board, on-line multiple-choices questions and quizzes. The students also will be directed to further on-line activities and resources from the VLE. A limited number of on-line interactive tutorials may be provided where additional support is necessary, as further synchronous learning activity with peers and the module leader or tutor. Delivery for the Executive will be using flipped classroom to embed the learning and show its relevance in the workplace. To gain a firm understanding of the subject area and the key issues (as outlined in the syllabus) students will be required to access and engage with a variety of online resources (selected readings, video and audio resources) a designated set text and a module study book that sets out guided reading, self-assessment exercises, case studies and links to additional resources. This relates to module learning outcome 1 & 2. In addition, students attend a series of presentation sessions where they will participate in peer assessment. These sessions will allow the students to reflect on their learning further applying key academic and practitioner-based models and frameworks thereby gaining a detailed understanding. This relates to module learning outcomes 3 & 4. Students have the opportunity to complete a series of online MCQ exercises for each module unit studied. (MLOs 1 - 2) After completing the questions students receive instant feedback on their performance. In addition to this there is the option of completing 2 formative tasks. These tasks involve answering a question(s) on a key issue/theory relating to the module. The assignment and presentation allows students to gain an understanding of the subject and explores a number of areas within the module by applying their learning to a real company.

The apprentice must meet all the required standards when measured against each individual learning outcome for the module (as mapped below):

Senior Leader Apprenticeship Standard: K1, K4, K9, K10, K11, K18, S2, S4, S6, S9, S11, S12, S13, B1, B4, B5, B10, B11, B13

Mode of Assessment

Type	Method	Description	Weighting
Summative	Coursework - Written	Individual report / reflection relating to change leadership problems and leader's personal change journey(2000 word)	50%
Summative	Presentation	Presentation (with peer feedback) on practical application of key aspects of the module (10 mins)	50%

Reading List

To access the reading list for this module, please visit https://bradford.rl.talis.com/index.html