

Liverpool John Moores University

Title: LEADERSHIP AND SELF EMPOWERMENT
Status: Definitive
Code: **7507CG** (103510)
Version Start Date: 01-08-2011

Owning School/Faculty: Arts, Professional and Social Studies
Teaching School/Faculty: Dublin Business School

| Team | Leader |
|--------------|--------|
| Nick Hawkins | Y |

Academic Level: FHEQ7
Credit Value: 20.00
Total Delivered Hours: 25.00
Total Learning Hours: 200
Private Study: 175

Delivery Options

Course typically offered: Standard Year Long

| Component | Contact Hours |
|-----------|---------------|
| Workshop | 25.000 |

Grading Basis: 40 %

Assessment Details

| Category | Short Description | Description | Weighting (%) | Exam Duration |
|----------|-------------------|--|---------------|---------------|
| Report | AS1 | A group presentation of a report to the tutor and fellow participants critically reviewing the stakeholder within a set case study. | 25.0 | |
| Report | AS2 | Produce an individual report critically analysing and synthesising stakeholder issues in an organisation of their choice (3500 words). | 65.0 | |
| Report | AS3 | An individual reflection of the students learning experience set in context to the modules (1,000 words). | 10.0 | |

Aims

1. *To provide students theoretical models and insight in to the importance of leadership, motivation and innovation and the need to create the conditions for a high performance environment.*
2. *To provide students with the conceptual understanding, practical skills and space to reflect on their own leadership capabilities and development needs in context to change and organisational needs.*
3. *Enable students to organise and plan professional development needs and identify key issues relating to their personal context and organisational context. Including the preparation of an action plan and timetable for further self-development activities.*
4. *Critically reflect, synthesise and evaluate reflective practice theory and its practice, expressing personal views and perspectives.*

Learning Outcomes

After completing the module the student should be able to:

- 1 Review and critically discuss importance of leadership, motivation and innovation and the need to create the conditions for a high performance environment.
- 2 Formulate and critically evaluate their leadership capabilities in context to changing organisational needs and present conclusions and recommendations as to the most practical and appropriate methods that could be employed to develop their capabilities.
- 3 Produce a report critically analysing their current and future learning and development needs with supporting self development action plan and timetable for further self-development activities.
- 4 Critically reflect on the aspects of their learning and development, the process and outcomes.

Learning Outcomes of Assessments

The assessment item list is assessed via the learning outcomes listed:

| | | | |
|----|---|---|---|
| CW | 1 | 2 | 3 |
| CW | 1 | 2 | 3 |
| CW | 1 | 4 | |

Outline Syllabus

1. *Contemporary issues and theories in leadership, motivation & self development.*
2. *Critical review and evaluation of leadership models in a contemporary context.*
3. *Employment and critical consideration of a range of psychometric tools and techniques.*
4. *Analysis and Reflection.*
5. *Culture and management styles.*
6. *Negotiation skills.*

7. *Stress Management.*
8. *Mentoring and coaching.*
9. *Application and Reflexivity.*
10. *Independent and autonomous Learning.*
11. *Presentation and Research Skills.*

Learning Activities

Lectures, group work, case studies, self-completion exercises and questionnaires, role playing exercises, problem solving exercises and group presentations coupled with action learning sets.

References

| | |
|------------------------|-----------------------|
| Course Material | Book |
| Author | Wright, P |
| Publishing Year | 1996 |
| Title | Managerial Leadership |
| Subtitle | |
| Edition | |
| Publisher | Routledge: London |
| ISBN | |

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|------------------------|------------------------------|
| Course Material | Book |
| Author | Megginson, D and Whitaker, V |
| Publishing Year | 1996 |
| Title | Cultivating Self Development |
| Subtitle | |
| Edition | |
| Publisher | IPD London |
| ISBN | |

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|------------------------|---------------------------|
| Course Material | Book |
| Author | Quinn et al |
| Publishing Year | 2002 |
| Title | Becoming a Master Manager |
| Subtitle | A Competency Framework |
| Edition | |
| Publisher | John Wiley & Sons Inc. |
| ISBN | |

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|------------------------|----------------------------------|
| Course Material | Book |
| Author | Glesne,C |
| Publishing Year | 1999 |
| Title | Becoming qualitative researchers |

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|------------------|-------------------|
| Subtitle | an introduction |
| Edition | 2nd |
| Publisher | New York: Longman |
| ISBN | |

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|------------------------|--|
| Course Material | Book |
| Author | Marsick and Volpe,M |
| Publishing Year | 1999 |
| Title | Informal Learning on the Job |
| Subtitle | |
| Edition | |
| Publisher | Advances in Developing Human Resources, No.3 |
| ISBN | |

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| Course Material | Book |
| Author | Barbour,R and Kitzinger, J |
| Publishing Year | 1999 |
| Title | Developing focus group research |
| Subtitle | politics, theory and practice |
| Edition | |
| Publisher | London, Sage |
| ISBN | |

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|------------------------|---|
| Course Material | Book |
| Author | Brown,A and Dowling,P |
| Publishing Year | 1998 |
| Title | Doing research/reading research mode of interrogation for education |
| Subtitle | |
| Edition | |
| Publisher | London, Falmer |
| ISBN | |

Notes

The module has been designed to provide each participant with an holistic and objective view of their leadership capabilities.

Leadership and management are the terms that are often considered synonymous. It is essential to understand that leadership is an essential part of effective management. Leadership and Management - Relationship & Differences. Leadership and management are the terms that are often considered synonymous. It is essential to understand that leadership is an essential part of effective management. Managerial leadership has developed over time as a main component of management. and it heavily influences the performances and outcomes of organizations. Leadership is based on developing team spirit that is the result of the integration.

Meaning of Managerial Leadership: Effective managing requires leadership. It is seldom possible to segregate the behavioural functions of managership and leadership. A manager organises, directs and controls various activities of the enterprise directed towards specific ends. A leader, on the other hand, inspires confidence and trust in his subordinates, gets maximum cooperation from them and guides their activities in organised effort.

ADVERTISEMENTS The managerial grid by Blake and Mouton identifies 5 types of leadership behaviours. Find out how to develop your own managerial leadership style here. Factors Influencing Leadership/Managerial Styles.

Two crucial - though often ignored - factors in influencing leadership styles are: The need to adapt behaviour/style/methods according to different situations. The psychological make-up of the leader. Managerial leadership is that part of a manager's activities by which he influences the behavior of his subordinates towards a desired objectives or results. Leadership is followership. A good leader leads but does not push. Effective leadership can guide a group towards certain ideals without exerting much force. Managers who possess the quality of guiding and directing the subordinates under inspired impulses can be called business leaders.

Also known as the Managerial Grid, or Leadership Grid, it was developed in the early 1960s by management theorists Robert Blake and Jane Mouton. It plots a manager's or leader's degree of task-centeredness versus her person-centeredness, and identifies five different combinations of the two and the leadership styles they produce. Understanding the Model. The Blake Mouton Managerial Grid is based on two behavioral dimensions Leadership and management are the terms that are often considered synonymous. It is essential to understand that leadership is an essential part of effective management. Leadership and Management - Relationship & Differences. Leadership and management are the terms that are often considered synonymous. It is essential to understand that leadership is an essential part of effective management. Developed by R. R. Blake and J. S. Mouton, the Managerial Grid Model helps Managers to analyze their leadership styles through a technique known as grid training. Also, Managers can identify how they concerning their concern for production and people with the Managerial Grid Model. They identified 5 basic leadership styles of practicing managers representing various combinations of the aforesaid two dimensions as shown in the following figure; Managerial Grid Model is based on two behavioral dimensions