



The University of Southern Queensland

## Course specification

The current and official versions of the course specifications are available on the web at <http://www.usq.edu.au/coursespecification/current>.  
Please consult the web for updates that may occur during the year.

### Description: Leadership Development

Subject	Cat-nbr	Class	Term	Mode	Units	Campus
MGT	8038	87150	1, 2009	ONC	1.00	Springfield

<b>Academic group:</b>	FOBUS
<b>Academic org:</b>	FOB004
<b>Student contribution band:</b>	3A
<b>ASCED code:</b>	080307

### STAFFING

Examiner: Vimolwan Yukongdi  
Moderator: Ray Gordon

### OTHER REQUISITES

Students are required to have access to a personal computer, e-mail capabilities and Internet access to USQConnect. Current details of computer requirements can be found at <http://www.usq.edu.au/ict/students/standards/default.htm>.

### SYNOPSIS

This course is designed to allow current and/or prospective leaders in organisations to reflect on the nature of leadership and the development thereof in organisations, from theoretical as well as practical perspectives. Those enrolled in this course are challenged to apply analytical and critical thinking about what organisational leadership is all about and what concomitant challenges relate to developing the leadership capabilities of organisations. The focus is both on the leader and also on leadership. Relevant theoretical perspectives and developments are explored and those enrolled are then also challenged to consider the actual organisational implications and relevance of these. Relevance and implications at the level of the individual are also not neglected. The second half of the course specifically focuses on content, process and context aspects related to leader and leadership development. This course can be regarded as the foundation course for the Leadership specialisation offered at postgraduate level through the Faculty of Business.

### OBJECTIVES

On completion of this course students will be able to:

1. analyse and critically discuss different theoretical perspectives of leadership and relate these to the challenges faced by the managerial leaders of modern day organisations (Assignment 1, Assignment 2)
2. analyse and critically discuss leadership competencies and their relation to leadership effectiveness and the success of twenty-first century organisations (Assignment 1, Assignment 2)

- analyse and critically discuss various issues regarding the processes and contextual variables related to leadership development and explain how to deal with the implications hereof in practice (Assignment 1, Assignment 2).

## TOPICS

	Description	Weighting (%)
1.	Leadership theory	40.00
2.	Content perspectives of leader development	15.00
3.	Process and context issues in leadership development	45.00

## TEXT and MATERIALS required to be PURCHASED or ACCESSED

ALL textbooks and materials are available for purchase from USQ BOOKSHOP (unless otherwise stated). Orders may be placed via secure internet, free fax 1800642453, phone 07 46312742 (within Australia), or mail. Overseas students should fax +61 7 46311743, or phone +61 7 46312742. For costs, further details, and internet ordering, use the 'Textbook Search' facility at <http://bookshop.usq.edu.au> click 'Semester', then enter your 'Course Code' (no spaces).

The two text books for this course have been specifically arranged into a 'value pack' in order to lower the price/cost thereof. This value pack can be purchased at a substantially reduced price from the USQ Bookshop

DuBrin, AJ, Dalglish, C & Miller, P 2006, *Leadership: second Asia Pacific edition*, Wiley, Milton, Queensland.

McCauley, CD & Van Velsor, E (eds) 2004, *The Centre for Creative Leadership handbook of leadership development*, 2nd edn, Jossey-Bass/Wiley, San Francisco, California.

## REFERENCE MATERIALS

Reference materials are materials that, if accessed by students, may improve their knowledge and understanding of the material in the course and enrich their learning experience.

## STUDENT WORKLOAD REQUIREMENTS

ACTIVITY	HOURS
Assessments	50.00
Directed Study	80.00
Private Study	35.00

## ASSESSMENT DETAILS

Description	Marks out of	Wtg (%)	Due date
ASSIGNMENT 1	100.00	40.00	19 Apr 2009
ASSIGNMENT 2	100.00	60.00	30 May 2009

## IMPORTANT ASSESSMENT INFORMATION

- 1 Attendance requirements:

If you are an international student in Australia, you are advised to attend all classes at your campus. For all other students, there are no attendance requirements for this course. However, it is the students' responsibility to study all material provided to them or required to be accessed by them to maximise their chance of meeting the objectives of the course and to be informed of course-related activities and administration.
- 2 Requirements for students to complete each assessment item satisfactorily:

To satisfactorily complete an individual assessment item a student must achieve at least 50% of the marks. (Depending upon the requirements in Statement 4 below, students may not have to satisfactorily complete each assessment item to receive a passing grade in this course.)
- 3 Penalties for late submission of required work:

If students submit assignments after the due date without prior approval of the examiner, then a penalty of 5% of the total marks gained by the student for the assignment may apply for each working day late up to ten working days at which time a mark of zero may be recorded.
- 4 Requirements for student to be awarded a passing grade in the course:

To be assured of receiving a passing grade a student must achieve at least 50% of the total weighted marks available for the course.
- 5 Method used to combine assessment results to attain final grade:

The final grades for students will be assigned on the basis of the aggregate of the weighted marks obtained for each of the summative assessment items in the course.
- 6 Examination information:

There is no examination in this course.
- 7 Examination period when Deferred/Supplementary examinations will be held:

Not applicable.
- 8 University Regulations:

Students should read USQ Regulations 5.1 Definitions, 5.6 Assessment, and 5.10 Student Academic Misconduct for further information and to avoid actions which might contravene university regulations. These regulations can be found at <http://www.usq.edu.au/corporateservices/calendar/part5.htm>. Students should also read the Faculty of Business Policies and Procedures which can be found at <http://www.usq.edu.au/business/aboutfob.htm>.

## ASSESSMENT NOTES

- 1 Assignments: (i) The due date for an assignment is the date by which a student must electronically submit the assignment via the assignment drop box located on the USQ Study Desk for this course. It is the responsibility of the student to confirm successful submission of assignments. Assignments not submitted in accordance with this requirement will be penalised by 50% of the available marks for that assignment. The onus is on the student to provide proof of submission, if requested by the examiner. (ii) Students must retain a copy of each item submitted for assessment. This must be produced within 24 hours if required by the examiner. (iii) The examiner may grant an extension of the due date of an assignment in extenuating circumstances. Students may apply for an assignment extension by personally contacting the examiner before the due date. Such applications should be in writing and include supporting documentary evidence. The authority for granting extensions rests with the examiner.

- 2 Assignment format: All assignments must be submitted in WORD format.
- 3 Referencing in assignments: Harvard (AGPS) is the referencing system required in this course. Students should use Harvard (AGPS) style in their assignments to format details of the information sources they have cited in their work. The USQ library provides advice on how to format information sources using this system. Details can be found at [http://www.usq.edu.au/library/help/ehelp/ref\\_guides/harvard.htm](http://www.usq.edu.au/library/help/ehelp/ref_guides/harvard.htm) and [http://www.usq.edu.au/library/help/ehelp/ref\\_guides/harvardonline.htm](http://www.usq.edu.au/library/help/ehelp/ref_guides/harvardonline.htm).

## **OTHER REQUIREMENTS**

- 1 Students are required to access the MGT8038 Intranet mail accessible via USQConnect on a regular basis. This is the official communication centre for the course.
  - 2 Computer, e-mail and Internet access: Students are required to have access to a personal computer, e-mail capabilities and Internet access to USQConnect. Current details of computer requirements can be found at <http://www.usq.edu.au/ict/students/standards/default.htm>.
  - 3 All assignments must be submitted in Microsoft Word format. No hard copy assignments will be accepted and penalties will be applied.
  - 4 All written assessments are to be lodged electronically via the MGT8038 course Website in USQConnect. Details on the actual procedure will be provided to students in the Introductory Book and also via the Study Desk in the MGT8038 course Website.
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