Description: Self Leadership

<table>
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<th>Subject</th>
<th>Cat-Nbr</th>
<th>Class</th>
<th>Term</th>
<th>Mode</th>
<th>Units</th>
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<tr>
<td>MGT</td>
<td>8036</td>
<td>10292</td>
<td>1, 2002</td>
<td>WEB</td>
<td>1.00</td>
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Academic Group: FOBUS
Academic Org: FOB003
HECS Band: 2
ASCED Code: 080307

STAFFING
Examiner: Lesley Willcoxson
Moderator: Bruce Millett

RATIONALE
This course is designed as the first in a four credit point leadership specialisation series, although it can be studied as a stand-alone course. It focuses on you as a leader who aims to understand and exercise leadership as it is construed in your own workplace or organisation. It also focuses on developing your understanding of your own career context and your capacity to exercise leadership over your own career. Finally, it asks you to consider leadership and career mentoring needs, either for yourself or your organisation. This course integrates themes that are seldom covered extensively in other management training programs. Leaders constantly compete in complex changing organisations and therefore need to analyse their competencies to maintain competitive advantage. Leaders also need to know how to manage their careers in turbulent times. Leaders act as mentors to the next generation of managers and leaders. Current theoretical perspectives on leadership and management need to be applied and adapted to meet these challenges. Students of these courses will be expected to demonstrate an advanced level of skill in self and organisational analysis to complete the assignments. The four courses that make up the leadership specialisation form an interconnected matrix, enabling students to integrate their learning experiences. This leadership course, MGT8036, should be studied in conjunction with the courses on Leading High-Performance Teams MGT8037, Leadership Development MGT8038, and Strategic Leadership MGT8039. Each course in the specialisation assumes that leadership can provide a substantial response to the many challenges facing both individuals and organisations.

SYNOPSIS
This course is designed to allow current public and private sector leaders and leaders-in-training to reflect on and hone their organisation and career leadership competencies. The first module focuses on the task of establishing a career identity in the
turbulent times in which we live. New notions of tenure of employment and emerging conceptions of the career are explored and traditional understandings are vigorously challenged. It is assumed that leadership of the self is the essential way to achieve a career ideal. Notions of personal leadership competencies are next presented. Mentorship is then discussed as a powerful and viable action strategy for acquiring leadership competencies and attaining a career ideal. The assessments in the course are learner-driven action projects in which students have the opportunity to integrate the content in the course and transform it into a project from which both the student and their organisation can learn. The assessments are leadership-in-practice projects.

**OBJECTIVES**

On successful completion of this course students should be able to:

- describe their career identity;
- conduct an audit of their career context;
- synthesise, analyse and critique existing frameworks of leadership with a view to developing a personal leadership framework;
- conduct a leadership competency audit of their work environment;
- conduct a personal leadership competency audit;
- identify opportunities for becoming a mentor or mentee within their current career circumstances;
- develop an action strategy that integrates their understanding of the previous six objectives within an actual organisational setting.

**TOPICS**

<table>
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<tr>
<th>Description</th>
<th>Weighting (%)</th>
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<tr>
<td>1. Dealing with career turbulence</td>
<td>20.00</td>
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<td>2. Inspirational leadership competencies</td>
<td>20.00</td>
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<tr>
<td>3. Mentorship</td>
<td>20.00</td>
</tr>
<tr>
<td>4. Own integrative project</td>
<td>40.00</td>
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**TEXT and MATERIALS required to be PURCHASED or ACCESSED:**

Books can be ordered by fax or telephone. For costs and further details use the ‘Book Search’ facility at http://bookshop.usq.edu.au by entering the author or title of the text.


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.

Both texts must be purchased.

STUDENT WORKLOAD REQUIREMENTS

ACTIVITY HOURS
Private Study 35

ASSESSMENT DETAILS

<table>
<thead>
<tr>
<th>Description</th>
<th>Marks Out of</th>
<th>Wtg(%)</th>
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<tr>
<td>ASSESSMENT 1</td>
<td>100.00</td>
<td>40.00</td>
<td>Y</td>
<td>04 Mar 2002</td>
</tr>
<tr>
<td></td>
<td>(see note 1)</td>
<td></td>
<td></td>
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<td>ASSESSMENT 2</td>
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<tr>
<td></td>
<td>(see note 2)</td>
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NOTES:

1. Further details about the due dates are detailed in the assessment section of the Course Specifications.
2. Further details about the due dates are detailed in the assessment section of the Course Specifications.

OTHER REQUIREMENTS

1. To obtain a pass in this course, students must obtain a pass (of 50%) in the aggregated marks of the two assignments. There is no examination to be passed. Further information regarding assessment of the course may be found in the Introductory Book.
2. The due date of an assignment is the date by which a student must dispatch the assignment to the University, and is normally that defined in the relevant course specification. The onus is on the student to provide, if requested, proof of date of dispatch.
3. Students should organise their affairs to ensure that they meet due dates for all assignments. Extensions will be granted only under exceptional extenuating circumstances, normally involving a significant medical condition.
4. Students may apply for an assignment extension by personally contacting the Course Leader at least two weeks before the due date. Such applications should be in writing and include supporting documentary evidence. Alternatively the contact could be by phone or email but documentary evidence will still be expected. The authority for granting extensions rests with the relevant Course Leader.
5. All assignments dispatched after due dates without appropriate extension approvals or after approved extension dates will be penalised up to a maximum of 20% of the assigned mark per work day.
6  Students must retain a copy of all assignments which must be provided if/when required by the Course Leader.

7  Course weightings of topics should not be interpreted as applying to the number of marks allocated to questions testing those topics in an examination paper.