Description: Leadership Development

<table>
<thead>
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<th>Subject</th>
<th>Cat-nbr</th>
<th>Class</th>
<th>Term</th>
<th>Mode</th>
<th>Units</th>
<th>Campus</th>
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<tr>
<td>MGT</td>
<td>8038</td>
<td>31297</td>
<td>1, 2004</td>
<td>WEB</td>
<td>1.00</td>
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Academic group: FOBUS
Academic org: FOB003
Student contribution band: 2
ASCED code: 080307

STAFFING
Examiner: Ben Swanepoel
Moderator: Renee Malan

SYNOPSIS
We live in a world where the breadth of local, national and international issues confronting our global community is both increasingly complex and diverse; this creates a great need around the world to find new and improved ways of doing business. Leaders and potential leaders need to ensure they have or can develop the necessary skills to lead successfully in this complex environment. This course exposes you to the dynamics related to leadership, being a leader and developing the leadership capability of yourself, other people and organisations in a changing world. The course is designed to allow leaders and managers to reflect on the topics of leadership and the development of leadership capability in a systemic way. It is designed as the first in a four unit 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 organization as well as on the peculiar needs of any organization to develop its leadership capability. As such this course lays the foundation for leadership development across a number of different contexts. You will be challenged to consider the level, types and quality of leadership in real-life organisation(s) and to develop appropriate strategy(ies) for developing the leadership capability of such organisation(s). This will challenge you to not only consider what is required of a leader but also what is required in terms of leadership development at all levels of an organisation facing different demands and environments.

OBJECTIVES
On completion of this course students will be able to:

- analyse and critically discuss different theoretical perspectives of leadership and relate these to the challenges faced by the managerial leaders of modern day organisations;
• analyse and critically discuss leadership competencies and their relation to leadership effectiveness and the success of twenty first century organisations; and
• 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.

TOPICS

<table>
<thead>
<tr>
<th>Description</th>
<th>Weighting (%)</th>
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</table>
1. Leadership theory                                      | 30.00         |
2. Content perspectives of leader development              | 20.00         |
3. Process and context issues in leadership development    | 50.00         |

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).

Lussier, RN & Achua, CF 2003, Leadership: theory, application, skill development, 2nd edn, Thomson, USA.


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:

<table>
<thead>
<tr>
<th>ACTIVITY</th>
<th>HOURS</th>
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<tbody>
<tr>
<td>Assessment</td>
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<tr>
<td>Directed Study</td>
<td>80.00</td>
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<tr>
<td>Private Study</td>
<td>35.00</td>
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ASSESSMENT DETAILS

<table>
<thead>
<tr>
<th>Description</th>
<th>Marks out of</th>
<th>Wtg(%)</th>
<th>Due date</th>
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<tr>
<td>ASSIGNMENT 1</td>
<td>100.00</td>
<td>20.00</td>
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<tr>
<td>ASSIGNMENT 2</td>
<td>100.00</td>
<td>30.00</td>
<td>03 May 2004</td>
</tr>
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<td>ASSIGNMENT 3</td>
<td>100.00</td>
<td>50.00</td>
<td>14 Jun 2004</td>
</tr>
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</table>

IMPORTANT ASSESSMENT INFORMATION

1 Attendance requirements:
   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 complete each of the assignments satisfactorily, students must obtain at least 50% of the marks available for each assignment.

3 Penalties for late submission of required work:
   If students submit assignments after the due date without prior approval then a penalty of 20% of the total marks available for the assignment will apply for each working day late.

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 available weighted marks for the summative assessment items.

5 Method used to combine assessment results to attain final grade:
   The final grades for students will be assigned on the basis of the weighted aggregate of the 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 Academic Misconduct for further information and to avoid actions which might contravene University Regulations. These regulations can be found at the URL http://www.usq.edu.au/corporateservices/calendar/part5.htm. Students should also read the Faculty of Business Guide to Policies and Procedures of the Faculty which can be found at the URL http://www.usq.edu.au/handbook/2004/bus.html.

ASSESSMENT NOTES

1 Assignments: (i) The due date for an assignment is the date by which a student must despatch the assignment to the USQ. The onus is on the student to provide proof of the despatch date, 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 at least two weeks before the due date. Such applications should be in writing and include supporting documentary evidence. The authority for granting extensions rests with the Examiner.