Description: Leadership Development

<table>
<thead>
<tr>
<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>62864</td>
<td>1, 2007</td>
<td>EXT</td>
<td>1.00</td>
<td>Toowoomba</td>
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Academic group: FOBUS
Academic org: FOB003
Student contribution band: 2
ASCED code: 080307

STAFFING
Moderator: Nick Verreynne

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/handbook/current/busgeninfo.html

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
The course objectives define the student learning outcomes for a course. The assessment item/s that may be used to assess student achievement of an objective is/are shown in parentheses after each objective. On successful completion of this course, students should 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, Assignment 3)
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, Assignment 3)

3. 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, Assignment 3).

TOPICS

<table>
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<tr>
<th>Description</th>
<th>Weighting (%)</th>
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<tbody>
<tr>
<td>Leadership theory</td>
<td>40.00</td>
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<tr>
<td>Content perspectives of leader development</td>
<td>15.00</td>
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<tr>
<td>Process and context issues in leadership development</td>
<td>45.00</td>
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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


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>
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<td>Private Study</td>
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ASSESSMENT DETAILS

<table>
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<tr>
<th>Description</th>
<th>Marks out of</th>
<th>Wtg(%)</th>
<th>Due date</th>
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<tbody>
<tr>
<td>ASSIGNMENT 1</td>
<td>100.00</td>
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<td>26 Mar 2007</td>
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<tr>
<td>ASSIGNMENT 2</td>
<td>100.00</td>
<td>35.00</td>
<td>14 May 2007</td>
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<tr>
<td>ASSIGNMENT 3</td>
<td>100.00</td>
<td>55.00</td>
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</tr>
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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 then a penalty of
   10% of the total marks achieved by the student for the assignment may 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 submit all of the assessment
   items and 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
   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

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.

Assignment format: All assignments must be submitted in WORD format.

OTHER REQUIREMENTS

1. Learning resources: Prescribed texts and materials (see above); recommended reference materials (see above); Introductory/Study Material and Selected Readings on CD; and course Website accessible via USQConnect.

2. 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.

3. All students are expected to have access to an IBM or equivalent computer and the Internet. Details of the Faculty of Business minimum requirements can be found at http://www.usq.edu.au/handbook/current/busgeninfo.html

4. All assignments must be submitted in Microsoft Word format. No hard copy assignments will be accepted and penalties will be applied.

5. 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.