

# **CSD507 Community Leadership and Organizational Development**

**Level:** 5

**Credit Units:** 5 Credit Units

**Language:** ENGLISH

**Presentation Pattern:** EVERY JAN

## **Synopsis:**

CSD507 enables students to understand community leadership in the organisational development of NGOs and VWOs as collective stakeholders with diverse interests. Drawing on relevant multi-disciplinary theories, the course will examine how formal and informal forms of leadership in NGOs and VWOs evolve, including the global shift from more hierarchical structures to more team-based and interactive forms. The ethics of leadership will be discussed, including stakeholder engagement, team-building, community participation, engagement with diversity, collective goals, shared responsibilities, transparency and accountability. The course will study how reflexive and responsive leadership strategies can facilitate shared goals by diverse sectors of society. Complexities and dynamics in the organisational development of NGOs and VWOs will be discussed. Community planning and organising approaches in NGOs and VWOs will be compared in terms of the effective development of community participation, assets and social capital. Multi-country case studies of NGOs and VWOs as agents of change, cultural innovators and social advocates will be used to illustrate best practices and for lessons to be learnt. The course will end with practical learning experiences of situational analysis, critical reflexivity and skills development for participatory decision making.

## **Topics:**

- Theories and principles of community leadership
- The evolution of NGO and VWO as forms of community organising
- Ethics of leadership
- Reflexive, responsive and collaborative leadership strategies
- The organizational development of NGOs and VWOs
- NGOs and VWOs as agents of change, cultural innovators and social advocates
- Community planning and organising approaches for NGOs and VWOs
- Multi-country case studies
- Situational analysis, critical reflexivity and strategic skills development for participatory decision making: practical learning experiences

## **Textbooks:**

Dave Beck, Rod Purcell.: International community organising Policy Press  
ISBN-13: 9781847429766-AA

Mark A. Brennan.: Community Leadership Development: A Compendium of Theory, Research, and Application Routledge  
ISBN-13: 9780415634113

Dave Beck, Rod Purcell.: International community organising Policy Press  
ISBN-13: 9781847429766

**Learning Outcome:**

- Analyze the different forms of NGO and VWO leadership
- Examine how leadership relates to communities with diverse interests
- Appraise the ethics, challenges and issues surrounding community leadership
- Evaluate the multi-disciplinary theories used for analysing organizational development
- Recommend best practices and draw lessons from case studies of community leadership
- Plan for situational analysis and critical reflexivity in real-world settings
- Organize knowledge of NGO/VWO leadership and community relations to practical contexts
- Propose strategic leadership and team-building skills that respond to community needs

**Assessment Strategies:**

<b>Continuous Assessment Component</b>	<b>Weightage (%)</b>
TUTOR-MARKED ASSIGNMENT	50
<b>Sub-Total</b>	<b>50</b>

<b>Examinable Component</b>	<b>Weightage (%)</b>
ECA	50
<b>Sub-Total</b>	<b>50</b>

**Weightage Total** **100**