

# HCM541 Leadership and Change Management

**Level:** 5

**Credit Units:** 5 Credit Units

**Language:** ENGLISH

**Presentation Pattern:** EVERY JAN

## Synopsis:

HCM541 Leadership and Change Management equips students to become effective leaders and change agents within their organisation, building on the foundations of strategy and business partnering that were laid in HCM539. The course commences with a section on the inevitability of change in today's globalised business environment, impressing on students the importance of responding to (and potentially capitalising on) that change. The course then introduces the systemic leadership approach before covering different leadership theories and sources of power and legitimacy that leaders often employ.

The second half of the course integrates relevant topics from organisational behaviour and social psychology while warning students of common pitfalls and disadvantages associated with certain leadership styles and traits. In the final two study units students will be challenged to consider ethical issues in leadership while also highlighting the necessity of good leadership in the implementation of human capital and business strategy.

## Topics:

- New realities as the force of change
- Critical systems thinking
- Philosophies, theories, and styles of leadership
- The systemic leadership approach
- Authority, obedience, and power
- Organisational behaviour
- Group dynamics, and change
- Overcoming barriers to change
- The shadow side of leadership
- Leadership and ethics
- Systemic leadership and strategy
- The leader in you

## Learning Outcome:

- Appraise different leadership styles and approaches.
- Analyse the need for change and potential organisational barriers.
- Discuss the properties of effective change-related communication.
- Defend and champion organisational values and culture through effective leadership.
- Formulate change strategies and implementation plans to achieve organisational objectives.
- Develop a leadership approach that upholds ethical principles and balances multiple stakeholder concerns.

## Assessment Strategies:

Continuous Assessment Component	Weightage (%)
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PRE-CLASS QUIZ	1
PRE-CLASS QUIZ	1
PRE-CLASS QUIZ	1
PRE-CLASS QUIZ	1
PRE-CLASS QUIZ	1
DISCUSSION BOARD	5
TUTOR-MARKED ASSIGNMENT	40
<b>Sub-Total</b>	<b>50</b>

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

**Weightage Total** **100**