

School / Faculty: Federation Business School

Course Title: FUNDAMENTALS OF LEADERSHIP

Course ID: BSMAN2007

Credit Points: 15.00

Prerequisite(s): Nil

Co-requisite(s): Nil

Exclusion(s): Nil

ASCED Code: 080307

Grading Scheme: Graded (HD, D, C, etc.)

Program Level:

AQF Level of Program						
	5	6	7	8	9	10
Level						
Introductory	■	■	■	■	■	■
Intermediate	■	■	✓	■	■	■
Advanced	■	■	■	■	■	■

Learning Outcomes:

Knowledge:

- K1.** Recognize different leadership styles and characteristics of effective leaders within different organisational environments
- K2.** Appreciate the underlying concepts relevant to the principles of teamwork and characteristics of teams and how this applies to a business
- K3.** Identify theories of motivation and their role, appreciating the knowledge and skills needed to facilitate a leadership role
- K4.** Value the relationship between organizational mission, objectives and values and the role of leaders in implementing plans and strategies to achieve organizational goals.

Skills:

- S1.** Encourage support from key groups and individuals, communicate and inspire trust and confidence to obtain their cooperation and support.
- S2.** Analyse, identify and develop mitigation strategies for identified risks.
- S3.** Review organisational goals and objectives within a real organization
- S4.** Identify effective leadership and motivation principles and apply this knowledge to assessing the leadership requirements within an organization

Course Outline (Higher Education)

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- S5.** Identify team types, their strengths and weaknesses and applicability to the organisational environment

Application of knowledge and skills:

- A1.** Use initiative and judgement in demonstrating leadership characteristics and team development within an applied workplace environment
- A2.** Adapt fundamentals of leadership knowledge and skills to suit different organizational requirements.
- A3.** Present the results of business research, analysis and planning in a brief, proposal or report with confidence and autonomy, using professional judgement.

Course Content:

This course is designed to introduce students to the principles of leadership behaviour and examines, leadership styles, motivating and influencing others and the networking skills required to engender support for concepts and ideas. Topics include the level of professionalism needed to create a positive work environment to deliver organisational mission and goals, plans and strategies and the development of team and personal and professional competence. Further topics cover business ethics and their application in achieving sustainability and social responsibility, the impact of legislation, codes and by laws on leaders, the role of leaders in identifying and mitigating organizational risks and the role of leaders in the change process.

Students will research, analyse and discuss the characteristics of effective teams, the principles of team structures and cohesion, roles of team members and the potential advantages and disadvantages of teams. Students will apply the theoretical understanding of leadership skills to their own personal and professional development in exploring the management of diversity, communication skills required by effective leaders, conflict management, leadership strategies, leadership styles and characteristics of effective leaders and the role of leaders in the motivation and influencing of others.

Values and Graduate Attributes:

This course will help students to develop values and attributes to:

Values:

- V1.** Display the skills, motivation and confidence to engage in continuous learning and progress their studies in an applied discipline.
- V2.** Be highly valued within an organisation for being committed to developing leadership skills
- V3.** Support socially responsible and ethical behaviour in the facilitation of leadership skills within an organisation.

Graduate Attributes:

FedUni graduate attributes statement. To have graduates with knowledge, skills and competence that enable them to stand out as critical, creative and enquiring learners who are capable, flexible and work ready, and responsible, ethical and engaged citizens.

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Attribute	Brief Description	Focus
Knowledge, skills and competence	The study of Fundamentals of Leadership enables the development of skills in personal and professional competence that translate to an ability to be equipped with the skills, motivation and confidence to engage in continuous learning to meet the personal, professional and vocational challenges of an ever changing world;	Medium
Critical, creative and enquiring learners	The study of Fundamentals of Leadership enables the development of skills in style, character and competence that translate to an ability to possess the confidence, capability, assurance, independence and enterprise to enable them to fulfil their personal and career aspirations;	High
Capable, flexible and work ready	The study of Fundamentals of Leadership enables the development of skills in motivation, influence and professionalism that translate to an ability to add to the productive capacity of the economy and be in demand and be attuned to, and engage with, contemporary social and cultural issues and aspire to make meaningful and helpful contributions to local, national and global communities;	High
Responsible, ethical and engaged citizens	The study of Fundamentals of Leadership enables the development of skills in supporting team development and effective leadership. The study of leadership incorporates ethical behaviour and social responsibility and encourages awareness of generally accepted norms of ethical behaviour and the encouragement of socially responsible actions, both in the work place and other settings.	Medium

Learning Task and Assessment:

Learning Outcomes Assessed	Assessment Task	Assessment Type	Weighting
K1, K2, K3, S1,S4, S5, A2, A3,	Analyse managing diversity scenarios and evaluate communication skills, conflict management and leadership strategies.	Case studies / Essay / Group Presentation/ Workplace Portfolio/ Reflective Journal/	10-30%
K1, K2, K3, S1, S4, S5, A1, A2, A3,	Research, analyse and discuss the principles of teams, characteristics of effective teams, roles of team members and potential team advantages and disadvantages.	Report / Assignment / Essay/Workplace Portfolio/Online Tasks	20-40%
K1, K2, K3, K4, S1, S2, S3, S4, S5, A1, A2, A3,	Research, analyse and discuss leadership styles in relation to creating a positive work environment, including effective communication and gaining support from key individuals & groups. This may include managing a diverse workforce and teams to achieve organizational goals, lead change, and identify and mitigate risk within the context of ethical and legal requirements.	Presentation / Analytical Report/Project	50%

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Adopted Reference Style:

APA