

# Unit Outline (Higher Education)

**Institute / School:** Institute of Innovation, Science & Sustainability

**Unit Title:** LEADING ORGANISATIONS

**Unit ID:** BUMGT2623

**Credit Points:** 15.00

**Prerequisite(s):** Nil

**Co-requisite(s):** Nil

**Exclusion(s):** Nil

**ASCED:** 080307

**Description of the Unit:**

This unit involves an examination of leadership in Australia and internationally. Students study individual, group and organisational issues, specifically in terms of current and traditional leadership models and paradigms; gender, ethical, technological and strategic issues; and the relationship between leadership and performance, group dynamics, sustainable business practice and organisational culture. The unit focuses students towards developing a Leadership Plan that can be implemented and used to guide them as they progress through their careers.

**Grade Scheme:** Graded (HD, D, C, P, MF, F, XF)

**Work Experience:**

No work experience: Student is not undertaking work experience in industry.

**Placement Component:** No

**Supplementary Assessment:** Yes

Where supplementary assessment is available a student must have failed overall in the Unit but gained a final mark of 45 per cent or above, has completed all major assessment tasks (including all sub-components where a task has multiple parts) as specified in the Unit Description and is not eligible for any other form of supplementary assessment

**Course Level:**

Level of Unit in Course	AQF Level of Course					
	5	6	7	8	9	10
Introductory	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Intermediate	<input type="checkbox"/>	<input type="checkbox"/>	✓	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Advanced	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### Learning Outcomes:

On successful completion of the unit the students are expected to be able to:

### Knowledge:

- K1.** Explain the difference between leadership theories through case-based analysis
- K2.** Evaluate leadership principles and practices with respect to management theory
- K3.** Interpret influences on leadership styles through variables including culture and gender
- K4.** Appraise leadership approaches contextualised by the different organisational situations and settings
- K5.** Recognise the role that technology plays in leading organisations

### Skills:

- S1.** Assess the multifaceted nature of leadership within Australian and international organisations
- S2.** Evaluate the effectiveness of leadership styles in various workplace contexts and scenarios
- S3.** Analyse how leadership is influenced by and, also shapes sustainable practice in organisations
- S4.** Communicate leadership learning through a variety of formal and informal channels

### Application of knowledge and skills:

- A1.** Apply leadership principles and practices to personal goals
- A2.** Develop specific leadership skills and practically apply these in the classroom, team-based activities and individual assignments

### Unit Content:

Topics may include:

- Introduction: What is leadership and how does it differ from management?
- Leadership: Definitions, models and classical schools of thought
- Are leaders born or made?
- Values and ethics
- Leadership and gender
- Leadership and organisational culture
- Leadership and sustainability
- Leadership and strategy
- Leadership and technology
- Dysfunctional leadership
- Past, present and future leadership trends

### FEDTASKS

Federation University Federation recognises that students require key transferable employability skills to prepare them for their future workplace and society. FEDTASKS (**T**ransferable **A**tttributes **S**kills and **K**nowledge) provide a targeted focus on five key transferable Attributes, Skills, and Knowledge that are embedded within curriculum, developed gradually towards successful measures and interlinked with cross-discipline and Co-

operative Learning opportunities. *One or more FEDTASK, transferable Attributes, Skills or Knowledge must be evident in the specified learning outcomes and assessment for each FedUni Unit, and all must be directly assessed in each Course.*

FEDTASK attribute and descriptor		Development and acquisition of FEDTASKS in the Unit	
		Learning Outcomes (KSA)	Assessment task (AT#)
FEDTASK 1 Interpersonal	Students will demonstrate the ability to effectively communicate, interact and work with others both individually and in groups. Students will be required to display skills in-person and/or online in: <ul style="list-style-type: none"> <li>• Using effective verbal and non-verbal communication</li> <li>• Listening for meaning and influencing via active listening</li> <li>• Showing empathy for others</li> <li>• Negotiating and demonstrating conflict resolution skills</li> <li>• Working respectfully in cross-cultural and diverse teams.</li> </ul>	K1 K3 S4 A1 A2	AT2 AT4
FEDTASK 2 Leadership	Students will demonstrate the ability to apply professional skills and behaviours in leading others. Students will be required to display skills in: <ul style="list-style-type: none"> <li>• Creating a collegial environment</li> <li>• Showing self-awareness and the ability to self-reflect</li> <li>• Inspiring and convincing others</li> <li>• Making informed decisions</li> <li>• Displaying initiative</li> </ul>	K2 K3 S1 A1 A2	AT1 AT2 AT3 AT4
FEDTASK 3 Critical Thinking and Creativity	Students will demonstrate an ability to work in complexity and ambiguity using the imagination to create new ideas. Students will be required to display skills in: <ul style="list-style-type: none"> <li>• Reflecting critically</li> <li>• Evaluating ideas, concepts and information</li> <li>• Considering alternative perspectives to refine ideas</li> <li>• Challenging conventional thinking to clarify concepts</li> <li>• Forming creative solutions in problem solving</li> </ul>	K2 S2 A2	AT1 AT2 AT3 AT4
FEDTASK 4 Digital Literacy	Students will demonstrate the ability to work fluently across a range of tools, platforms and applications to achieve a range of tasks. Students will be required to display skills in: <ul style="list-style-type: none"> <li>• Finding, evaluating, managing, curating, organising and sharing digital information</li> <li>• Collating, managing, accessing and using digital data securely</li> <li>• Receiving and responding to messages in a range of digital media</li> <li>• Contributing actively to digital teams and working groups</li> <li>• Participating in and benefiting from digital learning opportunities</li> </ul>	K5 S4 A1 A2	AT2 AT3 AT4

FEDTASK attribute and descriptor		Development and acquisition of FEDTASKS in the Unit	
		Learning Outcomes (KSA)	Assessment task (AT#)
FEDTASK 5 Sustainable and Ethical Mindset	Students will demonstrate the ability to consider and assess the consequences and impact of ideas and actions in enacting ethical and sustainable decisions. Students will be required to display skills in: <ul style="list-style-type: none"> <li>• Making informed judgments that consider the impact of devising solutions in global economic environmental and societal contexts</li> <li>• Committing to social responsibility as a professional and a citizen</li> <li>• Evaluating ethical, socially responsible and/or sustainable challenges and generating and articulating responses</li> <li>• Embracing lifelong, life-wide and life-deep learning to be open to diverse others</li> <li>• Implementing required actions to foster sustainability in their professional and personal life.</li> </ul>	K4 S3 A1 A2	AT1 AT2 AT3 AT4

### Learning Task and Assessment:

Learning Outcomes Assessed	Assessment Tasks	Assessment Type	Weighting
K1, K2, S1, S2, A1, A2	Individual case analysis comparing different leadership and management styles	Case study	20%-40%
K3, K4, S3, S4, A2	Group oral presentation examining the impact of technology on leadership	Presentation	10%-30%
K4, K5, S4, A2	Individual leadership poster	Visual poster	10%-20%
K1, K2, K3, S2, S3, A1, A2	Individual leadership essay plan	Leadership plan	20%-40%

### Adopted Reference Style:

APA

Refer to the [library website](#) for more information

Fed Cite - [referencing tool](#)