

Unit Outline (Higher Education)

Institute / School: Institute of Innovation, Science & Sustainability

Unit Title: Leadership and Change

Unit ID: BUMGT3105

Credit Points: 15.00

Prerequisite(s): (BEHAV2003 or BUECO2301)

Co-requisite(s): Nil

Exclusion(s): (BUMGT2623)

ASCED: 080307

Description of the Unit:

Businesses and other organisations are constantly changing in response to the challenges and opportunities presented by social, economic, environmental and technological developments. This unit explores the critical role of leadership during times of organisational change. Students are introduced to fundamental concepts in change management and will examine approaches to leadership for effective organisational change.

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"/>	<input type="checkbox"/>
Advanced	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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.** Identify leadership approaches and organisational changes required to support progress on SDGs
- K2.** Identify and explain key models and theories of organisational change processes
- K3.** Recognise the critical role and elements of leadership in supporting effective organisational change
- K4.** Identify and explain key approaches to leadership, and the attitudes, values, skills and behaviours of effective leaders
- K5.** Identify key business challenges and opportunities presented by the Fourth Industrial Revolution

Skills:

- S1.** Reflect on personal experiences of leadership and change management, and analyse these experiences in terms of relevant leadership and change management models and theories.
- S2.** Evaluate the effectiveness of leadership styles in various workplace contexts and scenarios
- S3.** Analyse relevance and impact of various social, environmental and technological drivers on organisations
- S4.** Assess change management strategies to plan for technological change in an organisation

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
- A3.** Develop and present a plan to lead an organisation through an organisational change process

Unit Content:

Topics may include:

- Introduction: What is leadership and how does it differ from management?
- SDGs and organisations in transition
- Organisational change processes and models
- Understanding resistance to change
- Leadership: theories, traits and behaviours
- Leading for change: attitudes, skills and approaches
- Leadership, values and organisational culture
- Leadership and the Fourth Industrial Revolution
- Digital transformation
- Strategy and structure: planning for change
- Challenges and opportunities in a changing society
- Future directions in leadership and change

Learning Task and Assessment:

Learning Outcomes Assessed	Assessment Tasks	Assessment Type	Weighting
K1, K2, K3, S1, S2, A1, A2	Personal reflection on organisational change	Written ePortfolio and/or video recordings	20%-40%
K4, K5, S4, A2	Individual leadership poster	Digital poster	20%-40%
K3, K4, S3, S4, A2, A3	Group presentation outlining a leadership approach and change management plan for a specific technological change in an organisation	Presentation	20%-40%

Adopted Reference Style:

APA

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

Fed Cite - [referencing tool](#)