



COURSE OUTLINE

MGT701 Leading and Managing Organisations

Course Coordinator: Daniel Abell (dabell@usc.edu.au) **School:** School of Business and Creative Industries

2021 | Session 6

USC Sunshine Coast

ON CAMPUS

Most of your course is on campus but you may be able to do some components of this course online.

Online

ONLINE

You can do this course without coming onto campus.

Please go to the USC website for up to date information on the teaching sessions and campuses where this course is usually offered.

1. What is this course about?

1.1. Description

For organisations, leadership is associated with enhanced attraction, retention & commitment of higher performing staff. Individually, leadership abilities are related to career progress, in addition to higher levels of fulfilment and productivity. In this course, you will focus on leadership at individual, team and organisational levels, foundational leadership approaches, contemporary issues, and visionary and strategic leadership.

1.2. How will this course be delivered?

ACTIVITY	HOURS	BEGINNING WEEK	FREQUENCY
ON CAMPUS LOCATIONS			
Tutorial/Workshop 1 – In-class workshop	2hrs	Week 1	12 times
Online – Interactive learning guides	1hr	Week 1	12 times
ONLINE 1			
Tutorial/Workshop 1 – Interactive zoom workshop	2hrs	Week 1	12 times
Online – Interactive learning guides	1hr	Week 1	12 times

1.3. Course Topics

Trait Approach, Skills Approach, Behavioural Approach, Situational Approach, Path-Goal Theory, Leader-Member Exchange Theory, Transformational Leadership, Authentic Leadership, Servant Leadership, Adaptive Leadership, Inclusive Leadership, Followership, Gender and Leadership, Leadership Ethics & Team Leadership.

2. What level is this course?

700 Level (Specialised)

Demonstrating a specialised body of knowledge and set of skills for professional practice or further learning. Advanced application of knowledge and skills in unfamiliar contexts.

3. What is the unit value of this course?

12 units

4. How does this course contribute to my learning?

COURSE LEARNING OUTCOMES	GRADUATE QUALITIES MAPPING	PROFESSIONAL STANDARD MAPPING
On successful completion of this course, you should be able to...	Completing these tasks successfully will contribute to you becoming...	Association to Advance Collegiate Schools of Business
1 Demonstrate knowledge of selected leadership theories.	Knowledgeable	PC6.2 - Discipline Knowledge
2 Demonstrate advanced oral communication skills in a leadership context.	Empowered	PC1.2 - Oral Communication
3 Demonstrate critical and creative thinking to identify and solve complex leadership problems and arrive at innovative solutions.	Creative and critical thinker	PC3 - Creative and Critical Thinking
4 Demonstrate an understanding of strategies for effectively leading and working in teams in a business context.	Engaged	PC2.1 - Leadership and Teamwork

5. Am I eligible to enrol in this course?

Refer to the [USC Glossary of terms](#) for definitions of “pre-requisites, co-requisites and anti-requisites”.

5.1. Pre-requisites

Enrolled in any PGRD Program or (enrolled in Program SC410, SC411, SC425, SC404 or SC405 and 280 units completed towards these Programs)

5.2. Co-requisites

Not applicable

5.3. Anti-requisites

MBA707 or EMB757

5.4. Specific assumed prior knowledge and skills (where applicable)

Not applicable

6. How am I going to be assessed?

6.1. Grading Scale

Standard Grading (GRD)

High Distinction (HD), Distinction (DN), Credit (CR), Pass (PS), Fail (FL).

6.2. Details of early feedback on progress

A formative online quiz will be available in the first two weeks of the course.

6.3. Assessment tasks

DELIVERY MODE	TASK NO.	ASSESSMENT PRODUCT	INDIVIDUAL OR GROUP	WEIGHTING %	WHAT IS THE DURATION / LENGTH?	WHEN SHOULD I SUBMIT?	WHERE SHOULD I SUBMIT IT?
All	1	Oral and Written Piece	Individual	60%	5 minutes and 2000 words	Week 5	Online Assignment Submission with plagiarism check
All	2	Oral and Written Piece	Individual	40%	30 minutes and 2000 words	Week 8	Online Assignment Submission with plagiarism check

All - Assessment Task 1: Learning Journal and Video

GOAL:	To demonstrate your advanced oral communication skill and leadership knowledge.																					
PRODUCT:	Oral and Written Piece																					
FORMAT:	<p>This is an individual assessment task.</p> <ol style="list-style-type: none"> Through a short video (or face to face oral presentation), share your leadership knowledge, including analysis of a case study. Complete a summary of key references (using the template provided) identifying and explaining the relevance of key sources that have informed your perspective. Complete a learning reflection (using the template provided). <p>Additional details will be provided in the Assessment area on Blackboard.</p> <p>This task is being used for measuring assurance of learning towards Association to Advance Collegiate Schools of Business (AACSB) accreditation. PC1.2: Oral Communication Demonstrate effective oral communication skills in a business context will be assessed.</p>																					
CRITERIA:	<table border="1"> <thead> <tr> <th>No.</th> <th>Learning Outcome assessed</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Identification and critical analysis of pertinent issues in leadership strategy and practice.</td> <td>1</td> </tr> <tr> <td>2</td> <td>Demonstrate critical thinking to develop and evaluate appropriate solutions to leadership problems.</td> <td>3</td> </tr> <tr> <td>3</td> <td>Use of appropriate verbal and non-verbal communication (posture, gesture, eye contact, and vocal expressiveness).</td> <td>2</td> </tr> <tr> <td>4</td> <td>Clarity, logic, flow & substantiation of arguments presented.</td> <td>2</td> </tr> <tr> <td>5</td> <td>Structure of the Presentation</td> <td>2</td> </tr> <tr> <td>6</td> <td>Use of effective time management</td> <td>2</td> </tr> </tbody> </table>	No.	Learning Outcome assessed	1	Identification and critical analysis of pertinent issues in leadership strategy and practice.	1	2	Demonstrate critical thinking to develop and evaluate appropriate solutions to leadership problems.	3	3	Use of appropriate verbal and non-verbal communication (posture, gesture, eye contact, and vocal expressiveness).	2	4	Clarity, logic, flow & substantiation of arguments presented.	2	5	Structure of the Presentation	2	6	Use of effective time management	2	
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All - Assessment Task 2: Meeting

GOAL:	Through a simulated business meeting in the context of an assigned case study, demonstrate your advanced oral communication skill, leadership knowledge, and understanding of strategies for effectively leading and working in teams in a business context.	
PRODUCT:	Oral and Written Piece	
FORMAT:	<p>This is a group assessment task, with an individual component.</p> <ol style="list-style-type: none"> 1. As a group, prepare for and participate in a meeting analysing a specified leadership case study. 2. As a group, complete a summary of key references (using the template provided) identifying and explaining the relevance of key sources that have informed perspectives and arguments. 3. Individually, complete a teamwork learning diary and reflection (using the template provided). <p>This task is being used for measuring assurance of learning towards Association to Advance Collegiate Schools of Business (AACSB) accreditation. Program Learning Competency 2.1 - Demonstrate effective leadership and collaboration in teams in a business context will be assessed.</p>	
CRITERIA:	No.	Learning Outcome assessed
	1	1
	2	3
	3	2
	4	4
	5	4
	6	4
	7	4
	8	1

7. Directed study hours

A 12-unit course will have total of 150 learning hours which will include directed study hours (including online if required), self-directed learning and completion of assessable tasks. Directed study hours may vary by location. Student workload is calculated at 12.5 learning hours per one unit.

8. What resources do I need to undertake this course?

Please note: Course information, including specific information of recommended readings, learning activities, resources, weekly readings, etc. are available on the course Blackboard site– Please log in as soon as possible.

8.1. Prescribed text(s) or course reader

Please note that you need to have regular access to the resource(s) listed below. Resources may be required or recommended.

REQUIRED?	AUTHOR	YEAR	TITLE	PUBLISHER
Required	Northouse, P.G.	2021	Leadership: Theory and practice.	SAGE

8.2. Specific requirements

Not applicable

9. How are risks managed in this course?

Health and safety risks for this course have been assessed as low. It is your responsibility to review course material, search online, discuss with lecturers and peers and understand the health and safety risks associated with your specific course of study and to familiarise yourself with the University's general health and safety principles by reviewing the [online induction training for students](#), and following the instructions of the University staff.

10. What administrative information is relevant to this course?

10.1. Assessment: Academic Integrity

Academic integrity is the ethical standard of university participation. It ensures that students graduate as a result of proving they are competent in their discipline. This is integral in maintaining the value of academic qualifications. Each industry has expectations and standards of the skills and knowledge within that discipline and these are reflected in assessment.

Academic integrity means that you do not engage in any activity that is considered to be academic fraud; including plagiarism, collusion or outsourcing any part of any assessment item to any other person. You are expected to be honest and ethical by completing all work yourself and indicating in your work which ideas and information were developed by you and which were taken from others. You cannot provide your assessment work to others. You are also expected to provide evidence of wide and critical reading, usually by using appropriate academic references.

In order to minimise incidents of academic fraud, this course may require that some of its assessment tasks, when submitted to Blackboard, are electronically checked through SafeAssign. This software allows for text comparisons to be made between your submitted assessment item and all other work that SafeAssign has access to.

10.2. Assessment: Additional Requirements

Eligibility for Supplementary Assessment

Your eligibility for supplementary assessment in a course is dependent of the following conditions applying:

The final mark is in the percentage range 47% to 49.4%

The course is graded using the Standard Grading scale

You have not failed an assessment task in the course due to academic misconduct

10.3. Assessment: Submission penalties

Late submission of assessment tasks may be penalised at the following maximum rate:

- 5% (of the assessment task's identified value) per day for the first two days from the date identified as the due date for the assessment task.

- 10% (of the assessment task's identified value) for the third day - 20% (of the assessment task's identified value) for the fourth day and subsequent days up to and including seven days from the date identified as the due date for the assessment task.

- A result of zero is awarded for an assessment task submitted after seven days from the date identified as the due date for the assessment task. Weekdays and weekends are included in the calculation of days late. To request an extension you must contact your course coordinator to negotiate an outcome.

10.4. Study help

For help with course-specific advice, for example what information to include in your assessment, you should first contact your tutor, then your course coordinator, if needed.

If you require additional assistance, the Learning Advisers are trained professionals who are ready to help you develop a wide range of academic skills. Visit the [Learning Advisers](#) web page for more information, or contact Student Central for further assistance: +61 7 5430 2890 or studentcentral@usc.edu.au.

10.5. Wellbeing Services

Student Wellbeing provide free and confidential counselling on a wide range of personal, academic, social and psychological matters, to foster positive mental health and wellbeing for your academic success.

To book a confidential appointment go to [Student Hub](#), email studentwellbeing@usc.edu.au or call 07 5430 1226.

10.6. AccessAbility Services

Ability Advisers ensure equal access to all aspects of university life. If your studies are affected by a disability, learning disorder mental health issue, injury or illness, or you are a primary carer for someone with a disability or who is considered frail and aged, [AccessAbility Services](#) can provide access to appropriate reasonable adjustments and practical advice about the support and facilities available to you throughout the University.

To book a confidential appointment go to [Student Hub](#), email AccessAbility@usc.edu.au or call 07 5430 2890.

10.7. Links to relevant University policy and procedures

For more information on Academic Learning & Teaching categories including:

- Assessment: Courses and Coursework Programs
- Review of Assessment and Final Grades
- Supplementary Assessment
- Administration of Central Examinations
- Deferred Examinations
- Student Academic Misconduct
- Students with a Disability

Visit the USC website: <http://www.usc.edu.au/explore/policies-and-procedures#academic-learning-and-teaching>

10.8. General Enquiries

In person:

- **USC Sunshine Coast** - Student Central, Ground Floor, Building C, 90 Sippy Downs Drive, Sippy Downs
- **USC Moreton Bay** - Service Centre, Ground Floor, Foundation Building, Gympie Road, Petrie
- **USC SouthBank** - Student Central, Building A4 (SW1), 52 Merivale Street, South Brisbane
- **USC Gympie** - Student Central, 71 Cartwright Road, Gympie
- **USC Fraser Coast** - Student Central, Student Central, Building A, 161 Old Maryborough Rd, Hervey Bay
- **USC Caboolture** - Student Central, Level 1 Building J, Cnr Manley and Tallon Street, Caboolture

Tel: +61 7 5430 2890

Email: studentcentral@usc.edu.au