INTERNATIONAL QUALIFICATIONS AND ASSESSMENT CENTRE (IQAC)

«Approved»

2025 y. «12» _____

Programme	**Level 5 Extended Diploma in Strategic Business Management (RQF)**		
Unit Number/ Unit Title	**UNIT 11 LEADERSHIP AND CHANGE MANAGEMENT**		
Cohort Code:	L05LCM-U11		
Unit Level	LEVEL 5		
Total GLH	Total qualification time 200/ Total Guided learning hours 90/ Self-guided learning hours 110		
Credits/Hours	20 CATS/ 10 ECTS		
Lecturer			
Start Date		**End Date**	

Unit Aims	This unit aims to develop students' understanding of leadership principles/theories and change management strategies essential for guiding organizations through transformation and growth. Students will also be able to assess personal leadership capabilities, lead and motivate teams effectively.
Differentiation Strategies *(e.g. planned activities or support for individual learners according to their needs)*	Various approaches to addressing the various identified students' needs will be adopted throughout the lesson. Such will include: 1. Progressive tasks 2. Digital resources 3. Verbal support 4. Variable outcomes 5. Collaborative learning 6. Ongoing assessment 7. Flexible-pace learning

Equality & Diversity	Variety of teaching techniques will be employed to ensure that the needs of each individual learner are met.
Safeguarding & Prevent	Safeguarding policies and the Prevent duty are strictly observed to ensure the safety, well-being, and inclusivity of all students and staff.
Health & Safety	SIRM H&S policies will be maintained.
Learning Resources	**Teaching and Learning Materials** Kotter, J. P. (1996). "Leading Change." Harvard Business Review Press. Northouse, P. G. (2018). "Leadership: Theory and Practice." Sage Publications. Yukl, G. (2019). "Leadership in Organizations." Pearson. Burns, J. M. (1978). "Leadership." HarperCollins. Kotter, J. P. (2012). "Accelerate." Harvard Business Review, 90(11), 44-58.

Learning Outcome	Assessment Criteria
LO1. Learner will be able to understand leadership theories and styles	AC 1.1: Define various leadership theories and styles, including trait theory, behavioural theory, and transformational leadership. AC 1.2: Analyse the strengths and limitations of different leadership approaches. AC 1.3: Evaluate the relevance of leadership styles in different organizational contexts.
LO2. Learner will be able to assess personal leadership capabilities.	AC 2.1: Assess and reflect on personal leadership strengths and weaknesses. AC 2.2: Develop strategies for enhancing personal leadership capabilities. AC 2.3: Create a personal leadership development plan outlining short-term and long-term goals.
LO3. Learner will be able to lead and motivate teams effectively.	AC 3.1: Demonstrate the ability to lead and motivate teams, fostering collaboration and a positive team culture. AC 3.2: Apply motivational theories to enhance team performance and engagement. AC 3.3: Resolve conflicts and challenges within teams using effective communication strategies.
LO4. Learner will be able to implement change management strategies.	AC 4.1: Understand the principles of change management and the reasons for resistance to change. AC 4.2: Develop and implement change management strategies to overcome resistance and facilitate successful organizational change. AC 4.3: Evaluate the impact of change initiatives on organizational culture and performance.
LO5. Learner will be able to communicate effectively in leadership roles.	AC 5.1: Communicate effectively as a leader, adapting communication styles to different audiences and contexts. AC 5.2: Deliver clear and compelling messages to inspire and align teams with organizational goals. AC 5.3: Utilize effective communication strategies in change management initiatives.
LO6. Learner will be able to evaluate leadership and change outcomes.	AC 6.1: Evaluate the outcomes of leadership strategies in terms of team performance and organizational success. AC 6.2: Assess the success of change management initiatives based on predefined objectives. AC 6.3: Analyse the role of leadership in fostering a culture of continuous improvement and innovation.

No	Learning Outcomes/Topic	Learning and Teaching Outcomes	Which assessment criteria does the session relate to?	Day/month/year/ signature
1.	Introduction to Leadership: Definitions and Importance	• Lecture: What is leadership and why it matters in organizations • Group Discussion: Examples of good vs. bad leadership	LO1, AC 1.1	
2.	Overview of Leadership Theories: Trait, Behavioural, and Contingency	• Lecture: Overview of major leadership theories • Case Study: Leadership in crisis – trait vs behavioural approach	LO1, AC 1.1	
3.	Transformational, Transactional, and Servant Leadership Styles	• Lecture: Exploring transformational, transactional, and servant leadership • Activity: Match styles with workplace scenarios	LO1, AC 1.2	
4.	Strengths and Limitations of Leadership Approaches	• Workshop: Compare strengths/weaknesses of key leadership approaches • Debate: Which theory works best today?	LO1, AC 1.3	
5.	Relevance of Leadership Styles in Various Contexts	• Case Study: Matching leadership styles to organization types (NGO, startup, corporate) • Reflection: Preferred leadership style	LO1, AC 1.3	
6.	Assessing Personal Leadership Strengths and Weaknesses	• Self-Assessment Activity: Leadership style quiz and analysis • Discussion: Individual strengths and improvement areas	LO2, AC 2.1	
7.	Strategies to Enhance Leadership Capabilities	• Workshop: Action planning to improve leadership • Activity: Peer feedback on leadership traits	LO2, AC 2.2	

8.	Creating a Personal Leadership Development Plan	• Lecture: Maslow, Herzberg, McClelland theories • Group Task: Apply theory to workplace scenarios • Class Discussion: Motivating diverse teams	LO2, AC 2.3	
9.	Leading and Motivating Teams: Key Skills and Techniques	• Task: Draft personal leadership development plan • Pair Review: Share and critique leadership goals	LO2, AC 2.3	
10.	Revision Class	• Task 1: Write a report analyzing leadership styles and their strengths/limitations in context • Task 2: Reflective journal and plan for leadership development	LO1-LO2	
11.	Review	• Mock Test & Group Feedback Session • Q&A on Weeks 1–10 concepts • Peer reflections and team challenges	LO1-LO2	
12.	Applying Motivational Theories to Team Performance	• Lecture: Herzberg, Maslow, Vroom – motivational theory applications • Group Work: Design a team motivation strategy	LO3, AC3.1, AC 3.2	
13.	Conflict Resolution and Communication in Teams	• Workshop: Conflict management strategies • Activity: Simulated conflict resolution role-play	LO3, AC 3.3	
14.	Introduction to Change Management and Resistance to Change	• Lecture: Why change fails – resistance explained • Discussion: Share real-world change resistance examples	LO4, AC 4.1	
15.	Models of Change Management (e.g., Lewin, Kotter)	• Lecture: Lewin's and Kotter's change models • Activity: Apply a model to a case scenario	LO4, AC 4.2	
16.	Midterm	• Assessment for all covered topics	LO1-LO2-LO3-LO4	

17.	Feedback & Reflection	• Reflective discussion on leadership and change management • Instructor and peer feedback • Course evaluation	LO1-LO2-LO3-LO4	
18.	Developing Change Strategies and Overcoming Resistance	• Workshop: Develop change plan to address resistance • Group Discussion: Stakeholder concerns persuasiveness	LO4, AC 4.3	
19.	Evaluating Impact of Change on Culture and Performance	• Case Study: Change impact on culture at a growing company • Activity: Change initiative reflection	LO4, AC 4.3	
20.	Leadership Communication: Adapting to Audience and Context	• Lecture: Leadership communication essentials • Activity: Identify effective/ineffective leadership messages	LO5, AC 5.1	
21.	Inspiring Teams and Aligning with Organizational Goals	• Task: Craft and deliver a motivational speech • Peer Feedback: Clarity and inspiration	LO5, AC 5.2	
22.	Review Class/Presentation of cases	• Presentation: Leadership in action case study • Feedback: Peer and instructor evaluation	LO1-LO2-LO3-LO4-LO5	
23.	Communicating Change Effectively	• Workshop: Communicating change to different audiences • Role Play: Leader addressing employee concerns	LO5, AC 5.3	
24.	Evaluating Leadership Effectiveness and Team Outcomes	• Group Project: Evaluate leadership impact in a case • Discussion: What worked, what didn't, and why	LO6, AC 6.1	

25.	Assessing Change Initiatives and Continuous Improvement	• Assessment Task: Evaluate a real or simulated change initiative • Activity: Map outcomes to change objectives	LO6, AC 6.2	
26.	Leadership for Innovation and Cultural Growth	• Lecture: Leadership for continuous improvement • Final Discussion: How leaders shape innovative cultures	LO6, AC 6.3	
27.	Leadership for Innovation and Cultural Growth	• Lecture: Leadership for continuous improvement • Final Discussion: How leaders shape innovative cultures	LO6, AC 6.3	
28.	The Future of Leadership: Trends, Digital Transformation, and Adaptive Leadership	• Lecture: Agile leadership, digital leadership • Discussion: Skills for future leaders	LO1-LO2-LO3-LO4-LO5-LO6	
29.	Final Exam Preparation	• Summary: LO1–LO6 overview • Q&A, Practice Questions		
30.	Final Exam	• Written assessment based on all learning outcomes		