INTERNATIONAL QUALIFICATIONS

AND ASSESSMENT CENTRE (IQAC)

Approved

2025 y. « »

Programme	Level 6 BA (Hons) BUSINESS ADMINISTRATION
Unit Number/ Unit Title	Unit 4 LEADERSHIP AND ORGANISATIONS
Cohort Code:	L06LDO-U4
Unit Level	LEVEL 6
Total GLH	Total qualification time 120/ Total Guided learning hours 48/ Self-guided learning hours 72
Credits/Hours	12 CATS/ 6 ECTS
Lecturer	
Start Date	End Date

Unit Aims	Equip students with an understanding of leadership theories and practices, emphasizing the relationship between leadership and organizational behavior, culture, and performance.
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**
	"Leadership: Theory and Practice" by Peter G. Northouse "Organizational Behavior" by Stephen P. Robbins, Timothy A. Judge "The Leadership Challenge" by James Kouzes, Barry Posner

Learning Outcome	Assessment Criteria
LO1. 1. Understand core theories and styles of leadership.	1.1 Explain key leadership theories, including transformational and transactional leadership. 1.2 Identify different leadership styles and their applications in business contexts.
LO2. 2. Analyze the impact of leadership on organizational culture and performance.	2.1 Evaluate how leadership influences organizational culture and employee behavior. 2.2 Assess the role of effective leadership in achieving organizational objectives.
LO3. 3. Develop practical leadership skills for organizational settings.	3.1 Apply leadership principles in simulated business scenarios. 3.2 Reflect on personal leadership strengths and areas for improvement.
LO4. 4. Examine challenges in leadership within diverse and dynamic organizations.	4.1 Identify leadership challenges in managing diverse teams. 4.2 Propose solutions for adapting leadership approaches in complex environments.

No	Learning Outcome / Topic	Learning and Teaching Activities	Which assessment criteria does the session relate to?	Day/month/year/ signature
1.	Introduction to Leadership Theories	• Seminar: Key leadership theories (trait, behavioral, contingency) • Academic Reading: Northouse on leadership theory • Group Discussion: Leadership theory evolution	LO1, 1.1	
2.	Transformational vs. Transactional Leadership	• Case Study: Steve Jobs vs. Jeff Bezos- Paper Review: Bass & Avolio on transformational leadership • Debate: Vision vs. Structure in leadership success	LO1, 1.1	
3.	Leadership Styles and Business Applications	• Workshop: Lewin's styles, Goleman's emotional intelligence • Task: Match leadership styles to case organizations • Guest Lecture: Executive discussing adaptive leadership	LO1, 1.2	
4.	Leadership in Different Contexts	• Case Study: Elon Musk (Tesla) vs. Mary Barra (GM) • Group Activity: Identify leadership mismatches in crisis • Paper Review Presentation: Situational Leadership in SMEs	LO1, 1.2	
5.	Theory Application Recap & Reflection	• Simulation: Leadership response to a crisis- Peer Review: Leadership styles in case scenarios • Reflection Task: Align theory with personal leadership observations	LO1, 1.1, 1.2	
6.	Leadership and Organisational Culture	• Seminar: Schein's model of culture • Case Study: Netflix and its leadership-driven culture	LO2, 2.1	

		• Paper Review: Leadership as culture-creator		
7.	Leadership Influence on Behaviour	• Workshop: Analyze leadership tone at the top • Task: Diagnose toxic vs. empowering leadership • Reading: Yukl on leadership impact pathways	LO2, 2.1	
8.	Leadership and Organizational Performance	• Discussion: Can leadership be measured? • Case: Southwest Airlines' people-first strategy • Task: Connect KPIs with leadership effectiveness	LO2, 2.2	
9.	Review	• Peer feedback session • Midterm preparation workshop		
10.	Review	• Case-based exam on LOs 1 and 2		
11.	Strategic Leadership and Goal Achievement	• Seminar: Leading change and long-term goals • Simulation: Leadership during transformation • Reading: Kotter's 8-step change model	LO2, 2.2	
12.	Review and Capstone Discussion	• Task: Map leadership behavior to cultural shifts • Team Presentation: Leadership impact report	LO2, 2.1, 2.2	
13.	Leadership in Practice: Simulation Scenarios	• Workshop: Leading through conflict and pressure • Simulation: Remote teams and crisis response • Paper Review: Leadership agility frameworks	LO3, 3.1	
14.	Team Leadership and Decision-Making	• Seminar: Leading with influence vs. authority • Case Review: Patagonia and participative leadership • Task: Simulated leadership decision map	LO3, 3.1	
15.	Review	• Review all cases covered during the academic year	LO1-LO2-LO3	

16.	Midterm	• **Midterm assessment** covering all learning outcomes (theory and practical elements)	LO1-LO2-LO3	
17.	Feedback & Reflection	• Review of key concepts covered • Reflective discussion • Course evaluations	LO1-LO2-LO3	
18.	Personal Leadership Assessment	• Activity: Emotional intelligence test • Task: Leadership competency self-audit • Academic Reading: Goleman on self-awareness	LO3, 3.2	
19.	Coaching and Reflective Practice	• Workshop: Coaching for leadership growth • Reflection Task: Weekly leadership diary • Peer Feedback: Leadership strengths & blind spots	LO3, 3.2	
20.	Leading in Dynamic Organizational Settings	• Task: Create a leadership development plan • Scenario Review: Cross-functional leadership	LO3, 3.1, 3.2	
21.	Diversity and Inclusive Leadership	• Case Review: Google's diversity leadership issues • Seminar: Dimensions of diversity and leadership • Paper Review: Inclusive leadership models	LO4, 4.1	
22.	Leadership in Complex Environments	• Workshop: Leading under ambiguity- Simulation: Political, social, and global crises • Academic Reading: Heifetz on adaptive leadership	LO4, 4.2	
23.	Managing Global Teams	• Case Study: Cross-cultural teams in Unilever • Task: Resolve inter-team conflict scenarios • Group Work: Multicultural leadership simulation	LO4, 4.1, 4.2	

24.	Resilient and Ethical Leadership	• Seminar: Ethical leadership during disruption • Discussion: Scandals and the absence of moral leadership • Reading: Brown & Treviño on ethical leadership practices	LO4, 4.2	
25.	Review	• Peer feedback session • Midterm preparation workshop	LO1-LO2-LO3-LO4	
26.	Review	• Case-based and essay based exam	LO1-LO2-LO3-LO4	
27.	LO4 Integration and Capstone Prep	• Task: Draft leadership challenge reports • Peer Presentation: Adaptive leadership solutions • Final Prep: Reflective synthesis of LO4	LO1-LO2-LO3-LO4	
28.	Capstone Presentations	• Student-led leadership case presentations • Panel Review: Academic + industry feedback • Discussion: Leading in tomorrow's organizations	LO1-LO2-LO3-LO4	
29.	Final Exam Preparation & Review	LO1, LO2, LO3, LO4	LO1, LO2, LO3, LO4	
30.	Final Exam		LO1, LO2, LO3, LO4	