

325-647 Leadership and Team Dynamics

Credit Points:	12.500
Level:	Graduate/Postgraduate
Dates & Locations:	2008, This subject commences in the following study period/s: Semester 1, - Taught on campus.
Time Commitment:	Contact Hours: One 3-hour seminar per week (Semester 1) Total Time Commitment: Not available
Prerequisites:	Entry into the Master of Human Resource Management or the Master of Applied Commerce (Management).
Corequisites:	None
Recommended Background Knowledge:	None
Non Allowed Subjects:	None
Core Participation Requirements:	<p><p>For the purposes of considering request for Reasonable Adjustments under the Disability Standards for Education (Cwth 2005), and Student Support and Engagement Policy, academic requirements for this subject are articulated in the Subject Overview, Learning Outcomes, Assessment and Generic Skills sections of this entry.</p> <p><p>It is University policy to take all reasonable steps to minimise the impact of disability upon academic study, and reasonable adjustments will be made to enhance a student's participation in the University's programs. Students who feel their disability may impact on meeting the requirements of this subject are encouraged to discuss this matter with a Faculty Student Adviser and Student Equity and Disability Support: http://services.unimelb.edu.au/disability</p></p> </p>
Coordinator:	Associate Professor S Seibert
Subject Overview:	One of the main challenges for today's managers is effectively communicating vision and inspiring employees to achieve that vision within team-based work structures. This subject deals with this challenge by examining the interaction of leadership and team processes. A focus will be on critically evaluating the role of leaders in organisations with high involvement work practices (for example, employee involvement and empowerment) and the role of human resource practices in identifying and developing organisational leaders. Topics considered will include: contemporary theories of leadership; the role of managers as organisational leaders; human resources and leadership challenges of the team-based organisational structure; managing team dynamics; the effectiveness of shared leadership; human resource strategies for developing organisational leaders; and the impact of high involvement work practices on leading and managing teams.
Assessment:	One 2-hour end-of-semester examination (50%) and assignment(s) not exceeding 3000 words (50%).
Prescribed Texts:	None
Breadth Options:	This subject is not available as a breadth subject.
Fees Information:	Subject EFTSL, Level, Discipline & Census Date, http://enrolment.unimelb.edu.au/fees
Generic Skills:	<p>On successful completion of this subject, students should have improved the following generic skills:</p> <ul style="list-style-type: none"> # examine and evaluate the integrated nature of HRM strategy, policy and practice across the individual, group/team and organisational levels # explore the interaction of human systems and processes across these three levels # analyse the role played by stakeholders in the development of organisational policy and practice

	<p># develop a critical appreciation of the nature of organisational leadership and the role of leaders.</p> <p>On successful completion of this subject, students should be able to:</p> <ul style="list-style-type: none"> # The ability to examine their own ideas and beliefs about team dynamics and leadership and compare them with the theories and observations of others; # An appreciation of the integrated nature of HRM and group processes associated with team dynamics and leadership; # An understanding of a range of ideas concerning the role played by HRM in the emergence of effective leaders.
Related Course(s):	<p>Master Of Applied Commerce (Management) Master Of Applied Commerce (Management) Master of Applied Commerce (Human Resource Management) Master of Applied Commerce (Human Resource Management) Master of Applied Commerce (Organisational Change) Master of Applied Commerce (Organisational Change) Master of Human Resource Management</p>