

# BUSA90480 Leadership

<b>Credit Points:</b>	6.25
<b>Level:</b>	9 (Graduate/Postgraduate)
<b>Dates &amp; Locations:</b>	2014, Parkville This subject commences in the following study period/s: January, Parkville - Taught on campus. April, Parkville - Taught on campus. June, Parkville - Taught on campus. August, Parkville - Taught on campus. September, Parkville - Taught on campus.
<b>Time Commitment:</b>	Contact Hours: 15 hours Total Time Commitment: Not available
<b>Prerequisites:</b>	None
<b>Corequisites:</b>	None
<b>Recommended Background Knowledge:</b>	None
<b>Non Allowed Subjects:</b>	None
<b>Core Participation Requirements:</b>	<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>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: <a href="http://services.unimelb.edu.au/disability">http://services.unimelb.edu.au/disability</a></p>
<b>Contact:</b>	<b><a href="mailto:programservices@mbs.edu">programservices@mbs.edu</a> (mailto:programservices@mbs.edu)</b>
<b>Subject Overview:</b>	<p>Part Time:</p> <p>Organizations face many adaptive challenges to survive and thrive in a context of a complex and uncertain environment driven by forces such as globalization and technology. Managers maintain the status quo efficiently but leaders help individuals, teams, organizations, and societies to do adaptive work. Leadership has been defined as “the process of influencing others to understand and agree about what needs to be done, and how to do it, and the process of facilitating individual and collective efforts to achieve shared objectives” (Yukl, 2006). Leadership is not a position but a process and it is often emergent and shared by individuals who choose to be leaders and have developed leadership capability. Leadership is particularly important in new organization structures that are flat, flexible, diverse, and global rather than hierarchical, stable, and homogenous. There is substantial evidence that leadership can be learned and this introductory subject is aimed at developing the capability to lead individuals and teams through intrapersonal (i.e., self-awareness and self-management) and interpersonal (i.e., social awareness and social skill) development. This subject is a two and a half day intensive that includes theoretical and conceptual content alongside solo and group exercises designed to prepare students for leadership experiences in the MBA program and their future careers.</p> <p>Full Time:</p> <p>Organizations face many adaptive challenges to survive and thrive in a context of a complex and uncertain environment driven by forces such as globalization and technology. Managers maintain the status quo efficiently but leaders help individuals, teams, organizations, and societies to do adaptive work. Leadership has been defined as “the process of influencing others to understand and agree about what needs to be done, and how to do it, and the process of facilitating individual and collective efforts to achieve shared objectives” (Yukl, 2006). Leadership is not a position but a process and it is often emergent and shared by individuals</p>

	<p>who choose to be leaders and have developed leadership capability. Leadership is particularly important in new organization structures that are flat, flexible, diverse, and global rather than hierarchical, stable, and homogenous. There is substantial evidence that leadership can be learned and this introductory subject is aimed at developing the capability to lead individuals and teams through intrapersonal (i.e., self-awareness and self-management) and interpersonal (i.e., social awareness and social skill) development. This subject is a five day intensive that includes theoretical and conceptual content alongside solo and group exercises designed to prepare students for leadership experiences in the MBA program and their future careers.</p> <p><b>EMBA:</b></p> <p>Effective leadership provides direction, alignment and commitment for the collective. It is about courage, visibility and approachability. It is about learning to disappoint people a little less!</p>
<p><b>Learning Outcomes:</b></p>	<p><b>Part Time:</b></p> <p>On completion of this subject, students should:</p> <ul style="list-style-type: none"> <li># Integrate into the MBS community and begin the creation of a cohort culture</li> <li># Appreciate and work with diversity and discover the value of collaboration</li> <li># Heighten their self-awareness and self-knowledge</li> <li># Learn skills to develop, lead and participate in teams</li> <li># Enhance their ability to relate to and influence others</li> <li># Improve their ability to communicate effectively and manage conflict</li> </ul> <p><b>Full Time:</b></p> <p>On completion of this subject, students should be able to:</p> <ul style="list-style-type: none"> <li># Integrate into the MBS community and begin the creation of a cohort culture</li> <li># Appreciate and work with diversity and discover the value of collaboration</li> <li># Heighten their self-awareness and self-knowledge</li> <li># Develop, lead and participate in teams</li> <li># Enhance their ability to relate to and influence others</li> <li># Improve their ability to communicate effectively and manage conflict</li> <li># Work effectively in cross cultural groups</li> <li># Enhance their ability to manage their emotions to more effectively interact with others</li> <li># Develop power bases and use influence tactics appropriately</li> <li># Intervene strategically in dyadic and group settings</li> </ul> <p><b>EMBA:</b></p> <p>On completion of this subject, students should have:</p> <ul style="list-style-type: none"> <li># A basic understanding of leadership and encourage critical evaluation of leadership concepts and theories, e.g. management vs. leadership, transformational leadership, emotional intelligence in leadership, authentic leadership, dark side of leadership.</li> <li># The ability to work and lead in diverse teams including influencing, communicating and presenting skills, managing cross-cultural and gender differences (in-group/out group effects), conflict management.</li> <li># Developed the capacity for self-awareness, looking back and understanding how one's history and crucibles experiences shape strengths and challenges, single loop and double loop learning, understanding one's impact on others, the emotional dimensions of leadership and emotional intelligence, strategies for managing stress such as resilience and self-care.</li> </ul>
<p><b>Assessment:</b></p>	<p>Part Time: In class assessment (40%) Hurdle Throughout intensive teaching period Syndicate assignment (60%) Equivalent of individual 1,500 word assignment Hurdle End of subject Full Time: In class assessment (40%) Hurdle Throughout intensive teaching period Syndicate assignment (60%) Equivalent of individual 2,500 word assignment Hurdle End of subject EMBA: Class participation (10%) Attendance at lectures, peer and instructor evaluation of contribution to class learning Throughout first Residential Module Individual assignment 1 (10%) 300 words 2 weeks prior to first Residential Module Individual assignment 2 (15%) 300 words 2 weeks prior to first Residential Module Individual assignment 3 (15%) 300 words 1.5 weeks prior to</p>

	first Residential Module Individual group discussion 1 (25%) 800 words Start of Day 1 of first Residential Module Individual group discussion 2 (25%) Hurdle requirement 800 words End of Day 1 of first Residential Module
<b>Prescribed Texts:</b>	None
<b>Breadth Options:</b>	This subject is not available as a breadth subject.
<b>Fees Information:</b>	Subject EFTSL, Level, Discipline & Census Date, <a href="http://enrolment.unimelb.edu.au/fees">http://enrolment.unimelb.edu.au/fees</a>
<b>Related Course(s):</b>	Graduate Diploma in Business Administration Graduate Diploma in Marketing Master of Business Administration Master of Business Administration Master of Business Administration Master of Marketing Master of Marketing