

POPH90266 Leadership for an Ageing Workforce

Credit Points:	12.5
Level:	9 (Graduate/Postgraduate)
Dates & Locations:	2016, Parkville This subject commences in the following study period/s: Term 3, Parkville - Taught online/distance. During the pre-teaching period students are given the opportunity to get used to the online platform, meet the instructors/tutors and become familiar with how to access resources before the teaching period starts.
Time Commitment:	Contact Hours: 4 hours per week Total Time Commitment: 170 hours
Prerequisites:	None
Corequisites:	None
Recommended Background Knowledge:	None
Non Allowed Subjects:	None
Core Participation Requirements:	For the purposes of considering request for Reasonable Adjustments under the Disability Standards for Education (Cwth 2005), and Students Experiencing Academic Disadvantage Policy, academic requirements for this subject are articulated in the Subject Description, Subject Objectives, Generic Skills and Assessment Requirements of this entry. The University is dedicated to provide support to those with special requirements. Further details on the disability support scheme can be found at the Disability Liaison Unit website.
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Subject Overview:	The world is in the middle of an historic demographic shift in which an ageing population and changing social attitudes interact with a range of other megatrends transforming work organisation and organisational leadership. This subject focuses on understanding how demographic and other changes challenge traditional models of leadership and managing people. It will explore, assess and develop a range of skills and capabilities associated with effective leadership, that enable organisational leaders to drive strategic, people and effective change in the context of an increasing age diverse workforce and dynamic external environment. Using case studies of leadership challenges associated with different aspects of age diversity and an ageing workforce, it explores how leadership can be used to improve organisational and individual outcomes. This subject will also examine dimensions of leadership identity and management of self as an important part of developing effective leadership. It will apply these skills and capabilities to the context of leading age diverse organisations using case studies that explore each of these dimensions of leadership capabilities.

Learning Outcomes:	<p>On completion of this subject, students will be able to:</p> <ul style="list-style-type: none"> # Identify and critically evaluate: the current and future demographic contexts of the ageing workforce; changes in social attitudes; the need for strong leadership skills in the labour market; and major challenges and opportunities for leadership. # Critically evaluate competing models and approaches to effective leadership in relation to managing an ageing workforce. # Identify the leadership capabilities required to effectively approach age diverse workplace scenarios. # Research complex organisational challenges associated with an ageing workforce and formulate solutions and recommendations. # Develop critical reflection and self-evaluation of their own personal leadership skills, capabilities and attributes in their professional practices and work setting.
Assessment:	<p>Contributions to online discussions and submission of a final report (250 words), online discussion contributions are due throughout the teaching period, final report due end of Week 8 of term (10%) Individual leadership diagnostic assessment and 360 degree peer feedback (approximately 30 questions, taking 10-15 mins to complete), due at the end of Week 2 of term (hurdle) Leadership in Ageing case studies project: 3 case studies of 500 words each (1500 words total), due at the end of Week 5 of term (30%) Leadership in Ageing context plan (1000 words), due at the end of Week 6 of term (20%) Leadership in Ageing workforce plan (2000 words), due one week after the end of the teaching period (COB Friday) (40%)</p>
Prescribed Texts:	Students will have access to electronic copies of relevant readings.
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>Students will be provided with the opportunity to practice and reinforce:</p> <ul style="list-style-type: none"> # Application of research skills to make evidence-supported recommendations. # Advanced skills in reasoning, persuasion and effective argumentation. # The ability to work collaboratively and effectively with team members. # The ability to make connections between theoretical concepts and everyday practice. # Reflective writing skills. # Giving and receiving effective feedback. # Strategic thinking and decision making.
Related Course(s):	<p>Graduate Certificate in Ageing Graduate Diploma in Ageing Master of Ageing Master of Public Health Specialist Certificate in Ageing</p>
Related Majors/Minors/ Specialisations:	Ageing