# GMBA8003
## Adapt Your Leadership Style

Coursera term 3, Online-scheduled-weekday 2023

*Department of Management*

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General Information

Unit convenor and teaching staff
Frances Chang
frances.chang@mq.edu.au

Credit points
5

Prerequisites
Admission to GMBA or GradCertGlobalBusPrac

Corequisites

Co-badged status

Unit description
This unit looks at how transformational, authentic, and inclusive leadership styles are, in theory and practice, providing an alternative to more autocratic, job-centred, and command and control leadership styles. In exploring this shift, the unit critically examines Henry Mintzberg’s observation that much of a leader’s time is spent dealing with never-ending and relentlessly occurring complex and ambiguous interruptions of a messy organisational reality and the necessity of having to adopt adaptive and resilient practices to cope. Students will examine how the digital transformation of work has dramatically altered the perception of leadership, with all organisational members being expected to take on some form of self-leadership in the complex team and project work that is increasingly framing the “future of work”. This demand is causing tensions between the expectations of traditional leaders and the good and emergent practices and strategies necessary to being agile and nimble in today’s ultra-competitive and increasingly disruptive marketplace. Students will be asked to critically examine what adaptive practices of leadership and followership might be employed to minimise these tensions, and the dysfunctionality that accompanies them.

Important Academic Dates
Information about important academic dates including deadlines for withdrawing from units are available at https://www.mq.edu.au/study/calendar-of-dates

Learning Outcomes
On successful completion of this unit, you will be able to:

ULO1: Critically evaluate the similarities and differences between traditional and contemporary theories of leadership and identify the practices of established leadership
theories
ULO2: Examine how the interruptive complexities and challenges of day-to-day organisational life might require agile shifts between different leadership styles
ULO3: Analyse how post-industrial forms of participative and self-organising leadership and followership might enable or disable effective cross-functional performance
ULO4: Develop recommendations as to how leadership theories and models might need to evolve to optimise cross-functional performance

General Assessment Information

Assessment Tasks

<table>
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<tr>
<th>Name</th>
<th>Weighting</th>
<th>Hurdle</th>
<th>Due</th>
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<tr>
<td>Leadership reflection</td>
<td>40%</td>
<td>No</td>
<td>Week 3</td>
</tr>
<tr>
<td>Leadership in action analysis</td>
<td>60%</td>
<td>No</td>
<td>Week 6</td>
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Leadership reflection

Assessment Type 1: Reflective Writing
Indicative Time on Task 2: 11 hours
Due: Week 3
Weighting: 40%

Length: max 1,000 words (excl. references) for the critical reflection plus discussion posts
Format: Discussion forum contributions plus written critical reflection
Task: The purpose of this assignment is to stimulate your thinking on different leader behaviour and motivation and to evaluate the appropriateness of the technique to the situation facing the leader. There are two parts to this assignment: You will be asked to post on the Discussion Forums over two weeks and write a critical reflection on your posts and interaction with others.

On successful completion you will be able to:
- Critically evaluate the similarities and differences between traditional and contemporary theories of leadership and identify the practices of established leadership theories
- Examine how the interruptive complexities and challenges of day-to-day organisational life might require agile shifts between different leadership styles

Leadership in action analysis

Assessment Type 1: Report
Indicative Time on Task 2: 15 hours
Due: Week 6
Weighting: 60%

Length: 1,800 - 2,000 words (excl. references) Format: Written report
Task: The objective of this assignment is for you to analyse current and dynamic leadership issues by critically evaluating how they relate to leadership theory. Please refer to the section Course Resources - Assessment Information in your online unit for detailed information on this assignment as well as the marking criteria. You will be asked to submit your completed task via the Assignment submission link in your online unit.

On successful completion you will be able to:
- Analyse how post-industrial forms of participative and self-organising leadership and followership might enable or disable effective cross-functional performance
- Develop recommendations as to how leadership theories and models might need to
evolve to optimise cross-functional performance

1 If you need help with your assignment, please contact:
   • the academic teaching staff in your unit for guidance in understanding or completing this type of assessment
   • the Writing Centre for academic skills support.

2 Indicative time-on-task is an estimate of the time required for completion of the assessment task and is subject to individual variation

Delivery and Resources

Please refer to the unit content on Coursera.

Unit Schedule

Unit Schedule

Refer to the timetable information on the GMBA website or MQ Timetable Portal for Live Event session timings. Please note the timetable can be subject to change. See your Coursera unit for a detailed Live Event schedule.

Live Events will take place via Zoom each week starting in Week 1 and ending in Week 6. The links to the events will be active from 10 minutes prior to the scheduled time and are available via Live Events in the left-hand navigation menu in your Coursera unit.

You will need to use your Macquarie University student Zoom account to access the Live Events.

Attending the Live Event each week is an opportunity to engage with the unit content, your Unit Convenor, and classmates. Students are strongly advised to attend the Live Events. Recordings will be made available in the unit contents on Coursera shortly after the event.

Policies and Procedures

Macquarie University policies and procedures are accessible from Policy Central (https://policies.mq.edu.au). Students should be aware of the following policies in particular with regard to Learning and Teaching:

• Academic Appeals Policy
• Academic Integrity Policy
• Academic Progression Policy
• Assessment Policy
• Fitness to Practice Procedure
• Assessment Procedure
• Complaints Resolution Procedure for Students and Members of the Public
• Special Consideration Policy

Students seeking more policy resources can visit Student Policies (https://students.mq.edu.au/support/study/policies). It is your one-stop-shop for the key policies you need to know about throughout your undergraduate student journey.

To find other policies relating to Teaching and Learning, visit Policy Central (https://policies.mq.edu.au) and use the search tool.

**Student Code of Conduct**

Macquarie University students have a responsibility to be familiar with the Student Code of Conduct: https://students.mq.edu.au/admin/other-resources/student-conduct

**Results**

Results published on platform other than eStudent, (eg. iLearn, Coursera etc.) or released directly by your Unit Convenor, are not confirmed as they are subject to final approval by the University. Once approved, final results will be sent to your student email address and will be made available in eStudent. For more information visit ask.mq.edu.au or if you are a Global MBA student contact globalmba.support@mq.edu.au

**Academic Integrity**

At Macquarie, we believe academic integrity – honesty, respect, trust, responsibility, fairness and courage – is at the core of learning, teaching and research. We recognise that meeting the expectations required to complete your assessments can be challenging. So, we offer you a range of resources and services to help you reach your potential, including free online writing and maths support, academic skills development and wellbeing consultations.

**Student Support**

Macquarie University provides a range of support services for students. For details, visit http://students.mq.edu.au/support/

**The Writing Centre**

The Writing Centre provides resources to develop your English language proficiency, academic writing, and communication skills.

• Workshops
• Chat with a WriteWISE peer writing leader
• Access StudyWISE
• Upload an assignment to Studiosity
• Complete the Academic Integrity Module

The Library provides online and face to face support to help you find and use relevant information resources.

• Subject and Research Guides
Student Services and Support
Macquarie University offers a range of Student Support Services including:

- **IT Support**
- **Accessibility and disability support** with study
- **Mental health** support
- **Safety support** to respond to bullying, harassment, sexual harassment and sexual assault
- **Social support including information about finances, tenancy and legal issues**
- **Student Advocacy** provides independent advice on MQ policies, procedures, and processes

**Student Enquiries**
Got a question? Ask us via AskMQ, or contact Service Connect.

**IT Help**
For help with University computer systems and technology, visit [http://www.mq.edu.au/about_us/offices_and_units/information_technology/help/](http://www.mq.edu.au/about_us/offices_and_units/information_technology/help/).

When using the University's IT, you must adhere to the [Acceptable Use of IT Resources Policy](http://www.mq.edu.au/about_us/offices_and_units/information_technology/help/). The policy applies to all who connect to the MQ network including students.