



MMBA8075

Leadership Practice and Development

Term 1, Online-scheduled-weekday 2023

Department of Management

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General Information

Unit convenor and teaching staff

Unit Convenor

Tess Howes

tess.howes@mq.edu.au

Contact via tess.howes@mq.edu.au

By appointment

Credit points

10

Prerequisites

(Admission to MBA or GradCertBusAdmin or GradDipBusAdmin or GradCertMgtPostMBA or GradDipMgt) and 30cp at 8000 level

Corequisites

Co-badged status

Unit description

This unit focuses on the nature and practice of leadership and the development of the leadership capabilities necessary to operate effectively in complex and rapidly changing organisational environments. It deals with a variety of leader behaviours and capabilities reflecting self-leadership, the leadership of others, and leadership within broader organisational and business contexts.

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 reflect on and analyse your leadership skills and development needs required for successful organisational performance.

ULO2: Diagnose and develop the leadership capabilities required for career success in contemporary organisations.

ULO3: Collaborate effectively to critically reflect on and analyse contemporary leadership ideas and models to inform leadership practice.

General Assessment Information

Leadership Reflection

Assessment Type ¹: Reflective Writing Indicative Time on Task ²: 15 hours Due: **Week 6**
Weighting: **30%**

Reflection of up to 1,500 words. This assessment evaluates students' ability to critically reflect on the leadership ideas and practices that they have learned in this unit.

On successful completion you will be able to:

- Critically reflect on and analyse your leadership skills and development needs required for successful organisational performance.

Leadership Development Roadmap

Assessment Type ¹: Qualitative analysis task Indicative Time on Task ²: 20 hours Due: **Week 8**.
Weighting: **40%**

Roadmap of up to 2,000 words. This assessment evaluates students' ability to apply the leadership knowledge learned in this unit to produce a personal roadmap for their leadership and career development.

On successful completion you will be able to:

- Diagnose and develop the leadership capabilities required for career success in contemporary organisations.

Leadership Presentation

Assessment Type ¹: Presentation Indicative Time on Task ²: 10 hours Due: **Week 10**
Weighting: **30%**

A group presentation of up to 15 minutes. This assessment evaluates students' ability to critically analyse real-life leadership examples.

On successful completion you will be able to:

- Collaborate effectively to critically reflect on and analyse contemporary leadership ideas and models to inform leadership practice.

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

Late Assessment Submission Penalty (written assessments)

Unless a Special Consideration request has been submitted and approved, a 5% penalty (of the total possible mark) will be applied each day a written assessment is not submitted, up until the 7th day (including weekends). After the 7th day, a grade of '0' will be awarded even if the assessment is submitted. Submission time for all written assessments is set at 11.55pm. A 1-hour grace period is provided to students who experience a technical concern.

For any late submissions of time-sensitive tasks, such as the Week 10 presentations, students need to submit an application for [Special Consideration](#).

Assessment Tasks

Name	Weighting	Hurdle	Due
Leadership Reflection	30%	No	Week 6
Leadership Development Roadmap	40%	No	Week 8
Leadership Presentation	30%	No	Week 10

Leadership Reflection

Assessment Type ¹: Reflective Writing

Indicative Time on Task ²: 15 hours

Due: **Week 6**

Weighting: **30%**

Reflection of up to 1,500 words. This assessment evaluates students' ability to critically reflect on the leadership ideas and practices that they have learned in this unit

On successful completion you will be able to:

- Critically reflect on and analyse your leadership skills and development needs required for successful organisational performance.

Leadership Development Roadmap

Assessment Type ¹: Qualitative analysis task

Indicative Time on Task ²: 20 hours

Due: **Week 8**

Weighting: **40%**

Roadmap of up to 2,000 words. This assessment evaluates students' ability to apply the

leadership knowledge learned in this unit to produce a personal roadmap for their leadership and career development.

On successful completion you will be able to:

- Diagnose and develop the leadership capabilities required for career success in contemporary organisations.

Leadership Presentation

Assessment Type ¹: Presentation

Indicative Time on Task ²: 10 hours

Due: **Week 10**

Weighting: **30%**

A group presentation of up to 15 minutes. This assessment evaluates students' ability to critically analyse real-life leadership examples.

On successful completion you will be able to:

- Collaborate effectively to critically reflect on and analyse contemporary leadership ideas and models to inform leadership practice.

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
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Delivery and Resources

Delivery and Resources

Required Textbook	There is no required text for this unit.
Unit Web Page	The web page for this unit can be found at: https://learn.mq.edu.au

Technology Used and Required	Students are required to have access to a personal computer and familiarise themselves with iLearn (https://ilearn.mq.edu.au). iLearn will be used to post the Zoom link, lecture slides, assessment details, student grades and as a means of communication between staff members and students. Please log into iLearn before you click on the Zoom link to attend class in online mode - only authenticated users will be able to join the onlin class.
Delivery Format and Other Details	The timetable for classes can be found on the University web site at: http://www.timetables.mq.edu.au/
Recommended Readings	Recommended Readings are provided via the Leganto link on the iLearn Unit page
Inherent Requirements	None

Unit Schedule

Week 1 - Leadership and followership

Week 2 - Leader vision and development planning

Week 3 - Develop leadership via social capital and network

Week 4 - Establish credibility and build power

Week 5 - Servant leadership

Week 6 - Difficult conversations

Week 7 - Diversity issues in leadership

Week 8 - Workaholism and work-life balance

Week 9 - Conflict resolution

Week 10 - Group presentation and wrap up

Please see iLearn for additional information.

Policies and Procedures

Macquarie University policies and procedures are accessible from [Policy Central \(https://policies.mq.edu.au\)](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) (<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) (<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](#)
- [Ask a Librarian](#)

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/.

When using the University's IT, you must adhere to the [Acceptable Use of IT Resources Policy](#). The policy applies to all who connect to the MQ network including students.