General Information

Unit convenor and teaching staff
Unit Convenor and Lecturer
Dr Edward Wray-Bliss
edward.wray-bliss@mq.edu.au
Contact via Email
Building E4A, Room 651
Thursdays 12pm - otherwise by appointment

Deborah Howlett
deborah.howlett@mq.edu.au

Credit points
3

Prerequisites
39cp including (BBA111 or HRM107)

Corequisites

Co-badged status

Unit description
This unit enables students to examine the highly influential discourse of business and organizational leadership. Understanding the ideas and practices of leadership to be far too significant to be reduced to a set of simplified tools, techniques, or models, this unit draws upon a wide range of academic work across the fields of management, organization and leadership studies to examine the topic. Using this research, leadership is explored from individual, collective, ethical, followership and psychoanalytic perspectives, enabling students to consider the full cultural, organizational and political implications of our ideas and practices of leadership. Additionally, new and emergent perspectives on leadership – its links to identity, to virtuality and the visual, and to religion and spirituality – are considered, providing students with a window into current and cutting edge ideas on the topic.

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

Learning Outcomes
1. Critically assess the nature and origins of leadership
2. Identify and analyse leadership issues in a management context
3. Demonstrate awareness of the major conceptualisations of leadership
4. Demonstrate awareness of contemporary challenges for and critiques of leadership

**Assessment Tasks**

<table>
<thead>
<tr>
<th>Name</th>
<th>Weighting</th>
<th>Due</th>
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<tbody>
<tr>
<td>Assessment 1</td>
<td>25%</td>
<td>Week 5</td>
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<tr>
<td>Assessment 2</td>
<td>35%</td>
<td>Week 11</td>
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<tr>
<td>Final Examination</td>
<td>40%</td>
<td>University Examination Period</td>
</tr>
</tbody>
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**Assessment 1**

Due: **Week 5**  
Weighting: **25%**

Essay questions and guidance will be available on iLearn in Week 2. This assessment task requires you to discuss the history and context of leadership in management.

**Submission:**

On-line, via Turnitin, on the unit iLearn site by 12pm (mid day) on the Friday of Week 5.

**Extensions and Penalties:**

No extensions will be granted. There will be a deduction of 10% of the total available marks made from the total awarded mark for each 24 hour period or part thereof that the submission is late (for example, 25 hours late in submission – 20% penalty). This penalty does not apply for cases in which an application for disruption of studies is made and approved. No submission will be accepted after solutions have been posted.

This Assessment Task relates to the following Learning Outcomes:

- Critically assess the nature and origins of leadership
- Demonstrate awareness of contemporary challenges for and critiques of leadership

**Assessment 2**

Due: **Week 11**  
Weighting: **35%**

Essay questions and guidance will be available on iLearn in Week 6. This assessment task requires you to discuss different theoretical approaches to leadership and to critically reflect upon the implications of these for management practice.

**Submission:**
On-line, via turnitin, on the unit iLearn site by 12pm (mid day) on the Friday of Week 11.

**Extensions and Penalties:**

No extensions will be granted. There will be a deduction of 10% of the total available marks made from the total awarded mark for each 24 hour period or part thereof that the submission is late (for example, 25 hours late in submission – 20% penalty). This penalty does not apply for cases in which an application for disruption of studies is made and approved. No submission will be accepted after solutions have been posted.

This Assessment Task relates to the following Learning Outcomes:
- Identify and analyse leadership issues in a management context
- Demonstrate awareness of the major conceptualisations of leadership
- Demonstrate awareness of contemporary challenges for and critiques of leadership

**Final Examination**

Due: University Examination Period

Weighting: 40%

**Examination Conditions:**

A three (3) hour final examination under closed book conditions within the University formal examination period

This Assessment Task relates to the following Learning Outcomes:
- Identify and analyse leadership issues in a management context
- Demonstrate awareness of the major conceptualisations of leadership
- Demonstrate awareness of contemporary challenges for and critiques of leadership

**Delivery and Resources**

**Classes**

Number and length of classes: 3 hours face-to-face teaching per week, consisting of 1 x 2 hour lecture and 1 x 1 hour tutorial.

The timetable for classes can be found on the University web site at:
http://www.timetables.mq.edu.au/

**Reading**

To hope to pass this unit, you *must* do the required weekly reading. Each of the weekly readings is assessed in the final exam. To excel in this unit, you will need to read several of the additional readings as well.

**Prizes**

A Certificate Prize will be awarded to the highest achieving student/s
Required and Recommended Texts and/or Materials

A collection of 12 classic and contemporary academic articles on different aspects of leadership form the required and examinable reading for this unit. You will need to read one of these articles each week before your tutorial. All articles will be uploaded on the unit ilearn site for you to download, read and bring to your tutorial.

In addition to these compulsory readings, several additional academic articles will be uploaded on ilearn for each weekly topic. You will need to read and use a range of these in your two individual essays for this subject.

Unit Web Page

The web page for this unit can be found at: iLearn http://ilearn.mq.edu.au

Technology

Access to a personal computer is required in order to download resources from ilearn

Unit Schedule

<table>
<thead>
<tr>
<th>Week No</th>
<th>Lecture Topic</th>
<th>Tutorial Activities</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Introduction: Studying Leadership Critically</td>
<td>No tutorials</td>
</tr>
</tbody>
</table>
# Theorising Leadership 2: Collective Approaches


## Mid Semester Break

## Mid Semester Break

# Theorising Leadership 3: Followership and Psychoanalytic Approaches


# Theorising Leadership 4: Destructive and Psychopathic Leadership


# Theorising Leadership 5: Ethical Approaches


# Emerging Topics 1: Leadership Identity


# Emerging Topics 2: Visual and Virtual Leadership


## Assignment 2 due

# Emerging Topics 3: Religion, Spirituality and Leadership


# Revision / Exam briefing


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**Policies and Procedures**

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


In addition, a number of other policies can be found in the [Learning and Teaching Category](http://www.mq.edu.au/policy/docs/complaint_management/procedure.html) of Policy Central.

**Student Code of Conduct**

Macquarie University students have a responsibility to be familiar with the Student Code of Conduct: [https://students.mq.edu.au/support/student_conduct/](https://students.mq.edu.au/support/student_conduct/)

**Results**

Results shown in iLearn, 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](http://ask.mq.edu.au).

**Student Support**

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

**Learning Skills**

Learning Skills ([mq.edu.au/learningskills](http://mq.edu.au/learningskills)) provides academic writing resources and study strategies to improve your marks and take control of your study.

- Workshops
- StudyWise
- Academic Integrity Module for Students
- Ask a Learning Adviser

**Student Enquiry Service**

For all student enquiries, visit Student Connect at [ask.mq.edu.au](http://ask.mq.edu.au)
Equity Support
Students with a disability are encouraged to contact the Disability Service who can provide appropriate help with any issues that arise during their studies.

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.

Graduate Capabilities
Socially and Environmentally Active and Responsible
We want our graduates to be aware of and have respect for self and others; to be able to work with others as a leader and a team player; to have a sense of connectedness with others and country; and to have a sense of mutual obligation. Our graduates should be informed and active participants in moving society towards sustainability.

This graduate capability is supported by:

Learning outcome
• Demonstrate awareness of contemporary challenges for and critiques of leadership

Engaged and Ethical Local and Global citizens
As local citizens our graduates will be aware of indigenous perspectives and of the nation’s historical context. They will be engaged with the challenges of contemporary society and with knowledge and ideas. We want our graduates to have respect for diversity, to be open-minded, sensitive to others and inclusive, and to be open to other cultures and perspectives: they should have a level of cultural literacy. Our graduates should be aware of disadvantage and social justice, and be willing to participate to help create a wiser and better society.

This graduate capability is supported by:

Learning outcomes
• Identify and analyse leadership issues in a management context
• Demonstrate awareness of contemporary challenges for and critiques of leadership

Assessment task
• Assessment 2

Discipline Specific Knowledge and Skills
Our graduates will take with them the intellectual development, depth and breadth of knowledge, scholarly understanding, and specific subject content in their chosen fields to make them
Competent and confident in their subject or profession. They will be able to demonstrate, where relevant, professional technical competence and meet professional standards. They will be able to articulate the structure of knowledge of their discipline, be able to adapt discipline-specific knowledge to novel situations, and be able to contribute from their discipline to inter-disciplinary solutions to problems.

This graduate capability is supported by:

**Learning outcomes**

- Critically assess the nature and origins of leadership
- Identify and analyse leadership issues in a management context
- Demonstrate awareness of the major conceptualisations of leadership
- Demonstrate awareness of contemporary challenges for and critiques of leadership

**Assessment tasks**

- Assessment 1
- Assessment 2
- Final Examination

**Critical, Analytical and Integrative Thinking**

We want our graduates to be capable of reasoning, questioning and analysing, and to integrate and synthesise learning and knowledge from a range of sources and environments; to be able to critique constraints, assumptions and limitations; to be able to think independently and systemically in relation to scholarly activity, in the workplace, and in the world. We want them to have a level of scientific and information technology literacy.

This graduate capability is supported by:

**Learning outcomes**

- Critically assess the nature and origins of leadership
- Identify and analyse leadership issues in a management context
- Demonstrate awareness of the major conceptualisations of leadership
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**Assessment tasks**

- Assessment 1
- Assessment 2
- Final Examination

**Global Contexts and Sustainability**

This unit presents students with a critical, questioning approach to leadership. As part of this approach, we critique the origins of destructive and unethical leadership behaviour and the
assumptions and practices which this entails. Such a critique helps us to understand and avoid
harmful and unsustainable leadership or followership practices.

**Research and Practice**

This unit uses published research and writings from a range of academic sources and
perspectives. Throughout the unit, you will be examining both the theory and practice of
leadership, you will develop skills and abilities to read and reflect upon managerial and
academic writings on leadership, and you will be encouraged to reflect upon the implications of
this material for your own position as both a subject of leadership and a potential future leader.
The unit draws upon articles published in leading leadership and management journals,
including *Leadership*, *Human Relations*, *Administrative Science Quarterly*, *Leadership Quarterly*
and *Organization Studies*. 