

Leadership Development

Lecturer: [Dr Scott Taylor \(/staff/profiles/business/scott-taylor.aspx\)](/staff/profiles/business/scott-taylor.aspx)

Email: [s.taylor@bham.ac.uk \(mailto:s.taylor@bham.ac.uk\)](mailto:s.taylor@bham.ac.uk)

Modular value: 10 credits

Assessment: One group presentation (10%), one group reflective paper of 1500 words (40%), and one 1500-word essay (50%)

This course runs for 10 weeks in the Spring Term and is designed to bring you up to date with the latest research and thinking in the arena of leadership and leadership development. The field of HRD and leadership development promises much but remains controversial, hence the session titles, which are expressed as questions. This module will be an opportunity to examine differing views and make your own mind up about the contribution that leadership development activities, programmes and events make to organizations of all kinds. This will be achieved in two ways. First by engaging with relevant ideas and theories on selected topics and second, by hands-on involvement in a range of leadership development exercises, which will enable you to test ideas with fellow-students in a practical way.

Learning Outcomes:

By the end of the module the student should be able to:

- Review and critically evaluate major contemporary research and debates in the fields of HRM and HRD
- Critically discuss the aims and objectives of the HRM and HRD function in organizations and how these are met in practice
- Assess the contribution made by HRM and HRD specialists in different types of organizations
- Understand, analyse and critically evaluate how organisational and HR strategies are shaped by and developed in response to internal and external environmental factors
- Explain and critically analyse the concepts of leadership and management and their application in an organisational, social, environmental and multicultural context
- Critically assess and evaluate approaches to the development of leadership and management in international and global contexts
- Evaluate, select and apply a range of approaches to identifying leadership and management development needs in differing organisational contexts
- Explain and evaluate the role of leadership and management development in enhancing and developing organisational competence
- Design, critically evaluate and advise on a range of leadership and management development interventions to implement leadership and management development strategies and plans
- Work collaboratively, ethically and effectively to support a partnership approach to leadership and management development

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