

BUSI60022: Leading Teams & Organisations

Module Description

It is widely recognised that there is an increasing need to equip you, as students, with soft skills that complement hard skills or technical skills required for a job you are trained to do. Soft skills fulfil an important role in shaping individuals and improving their performance at work. Working with others, leading teams, making unbiased decisions, and managing conflict are some of the soft skills that are relevant in the workplace. Developing soft skills can greatly contribute to not only enhancing existing expertise but also achieving career goals while increasing job satisfaction.

This module will help you answer a number of questions: Why do some leaders prove effective, while others do not? Is it good to have conflict in teams? How can social networks help organisations or individuals achieve their goals? It is based on the premise that effective leadership requires an in-depth understanding of both yourself and how organisations work. It will provide you with tools to get work done effectively with and through others.

The module focuses on two aspects of managing and leading organisations: First, we explore how to influence and motivate others to get cooperation for your own goals. Topics include negotiation, leading and managing teams, motivation, and personality. Second, we explore the organisational systems that coordinate individual work to meet business objectives and the impact of technology (e.g., artificial intelligence) and new business models (e.g., gig economy) on how we work.

Learning Outcomes

By the end of this module, you will be able to:

- Demonstrate self-awareness of your own individual personalities, motivation preferences, and negotiation and leadership styles.
- Use analytical skills to identify, diagnose and evaluate key organisational issues.
- Practice behavioural skills that will improve your effectiveness as a leader.
- Work productively in a team situation to produce a team assignment.

Module Content (this structure may vary slightly)

Weekly topics:

- Session 1: Introduction to Leading Teams and Organisations
- Session 2: Personality and Individual Differences
- Session 3: Leadership and influence
- Session 4: Meaning and calling at work
- Session 5: Organisational culture
- Session 6: Motivating individuals and teams
- Session 7: Working in Teams
- Session 8: Negotiations

- Session 9: Conflict Resolution
- Session 10: Group presentations

Teaching Methods

This is a hands-on module designed to provide you with feedback about yourself as a person and as a leader. There will be exercises to help you learn more about your personality and your personal strengths, as well as simulations that give you experience with negotiation and leadership. The class format of discussions structured around cases or videos means that there is also opportunity for debate and engagement.

Assessment

The module will be assessed by:

- Individual weekly in-class tasks - 10%
- Group Coursework - 30%
- Case Study Analysis - 60%