COURSE: LEADERSHIP DEVELOPMENT (2014)

SUBJECT CODE: CMBA 192

STUDY GUIDE AND COURSE OUTLINE

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LECTURING DATES:

21 July 2014
30 August 2014
8 September 2014
13 October 2014
1. **ENTRY ASSUMPTIONS**

First degree or equivalent

2. **NOTIONAL HOURS**

<table>
<thead>
<tr>
<th>Activity</th>
<th>Hours for whole module</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lectures:</td>
<td>40</td>
</tr>
<tr>
<td>Reading:</td>
<td>50</td>
</tr>
<tr>
<td>Assessment:</td>
<td>30</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>120</strong></td>
</tr>
</tbody>
</table>

3. **FACILITATOR AND CONTACT INFORMATION:**

Name: Dr Matshidiso Kanjere
Tel: 015 290 2834
Fax: 015 290 2832
E-mail: maria.kanjere@ul.ac.za
4. **CONSULTATION HOURS**

Students are welcome to contact the Lecturer during office hours make an appointment for consultation.

5. **SPECIFIC LEARNING OUTCOMES**

Upon completion of this course, the successful learner will be able to critically analyse, discuss and apply the principles, concepts and methods related to:

- Identify and work towards own personal development goals – understanding the role of learning in effective leadership.
- Connect to others by developing authentic, effective and productive relationships.
- Engage with others, in order to explore, innovate and create new ways of working.
- Evaluate the mind-set and behaviours necessary to lead change.
- Demonstrate a skilful, reflexive and a generally well-informed appreciation of what is involved in authentic leadership.
- Critically appraise both their own and another’s leadership style.

Engage with conceptual knowledge on influence, communication, motivation and performance.

6. **INSTRUCTIONAL STYLE AND METHODOLOGY**

The aim of this module is to apply practice-oriented lecturing to enable the student to apply the knowledge in the work environment. The instructional methodology consists of:

- Lectures and Case studies
- Individual and Group Assignments
- Group Discussions and Class Presentations
- Tests
- Examination

Emphasis is placed on the practical application of theory. The aim of the course is student-orientated. Students must consistently attempt to reach a high level of independent study. Study units must be prepared in advance of lectures and in accordance with the course content and course programme. Students must further enhance their learning experience by doing extra reading from the list of recommended reading.

7. **COURSE CONTENT**

- Introduction to leadership and management development
- Leadership and management development, and organizational strategies
- Contextual factors in leadership and management development
- History of leadership and management development
- Nature of leadership and management development
• Learning as an important component in leadership and management
• Developing leaders and managers for a diverse workforce
• Developing ethical leaders and managers
• Developing leaders and managers with a global competence

10 **PREScribed BOOK**

11. **RECOMMENDED READING**

12. **Databases Used by University of Limpopo Library**
Contact the librarian of the Faculty of Management and Law at (015) 268 2959 if you need advice on using the library.

1. [www.sabinet.co.za](http://www.sabinet.co.za)
SA E – Publications
User ID: 350010j0
Password: 3500diw
   
   **For online reference services on Sabinet**
   User ID: 350010w9
   Password: 3500

2. [http://search.epnet.com](http://search.epnet.com)
ebscohost
USER ID: S8403295
Password: Password

3. [www.sciencedirect.com](http://www.sciencedirect.com)
Science Direct
No Password required

4. [www.emeraldinsight.com](http://www.emeraldinsight.com)
Emerald
User ID: zstud
Password: student
13. ASSESSMENTS

Forms of Assessment:

- Individual and Group assignments, case studies, test and examination.
- Final mark: = Year mark + Exam mark ÷2

Please take note: a 50% year mark is required for examination entry in all MBA modules. In addition, in order to pass your module for the year, you also need at least a 50% mark in the final exam.

14. ASSIGNMENTS

Pay special attention to references and quotes used in your assignments. THE HARVARD method of reference is used for all management sciences subjects. Furthermore, make sure that your references and quotes are technically correct.

INDIVIDUAL AND GROUP ASSIGNMENTS

Details will be provided to the students later.

ASSIGNMENT AND TEST CONTRIBUTIONS TO YEAR MARK

Assignments: 50%
(+Presentations/ case studies)
Tests: 50%
TOTAL 100%

15. CLASS SCHEDULE: CMBA 192

<table>
<thead>
<tr>
<th>SESSION</th>
<th>DATE</th>
<th>COURSE CONTENT/ CHAPTERS</th>
<th>ASSESSMENTS &amp; TEST</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>21 July 2014</td>
<td>Chapters: 1, 2, 3, 4 &amp; 5</td>
<td>Handing out Assignment</td>
</tr>
<tr>
<td>2</td>
<td>30 August 2014</td>
<td>Chapters: 6 &amp; 7</td>
<td>Test no 1</td>
</tr>
<tr>
<td>3</td>
<td>8 September 2014</td>
<td>Chapter 8, 9 &amp; 10</td>
<td>Test no 2: Case Studies</td>
</tr>
<tr>
<td>4</td>
<td>13 October 2014</td>
<td>Chapter 11, 12, 13 &amp; 14</td>
<td>Group Assignment</td>
</tr>
</tbody>
</table>

*A certificate from a medical doctor must be provided to the lecturer to qualify for a (special) test on medical grounds.