

UNIVERSITY OF NORTHAMPTON

MODULE SPECIFICATION

This document forms the definitive overview as to the nature and scope of this module and is used in the University's quality assurance processes. The information in this document cannot be changed without approval (except for the Indicative Content).

[A glossary of key terms is available.](#)

FACULTY	Faculty of Business and Law
SUBJECT AREA	Human Resources Management and Organisational Behaviour
SUBJECT FIELD	Human Resources Management and Organisational Behaviour
MODULE TITLE	People Development and Leadership

MODULE CODE	HRMM093
LEVEL	7
CREDIT VALUE	20
MODULE LEADER	Dr Divya Shukla

DELIVERY MODE(S)	Standard
DELIVERY LOCATION(S)	UON

PRE-REQUISITES: None

CO-REQUISITES: None

RESTRICTIONS: This module is restricted to students enrolled on MBA/MBA (Finance).

SUPPLEMENTARY REGULATIONS:

This module has supplementary regulations **No**

MODULE OVERVIEW:

This module will enable learners to critically evaluate and develop strategic people development and leadership skills. Application of these skills will enable learners to understand individual/collective behavioural dynamics and its influence on

organisational goals. Learners will have the opportunity to develop self-reflection through reflective practice and models of professional development.

INDICATIVE CONTENT:

- Strategic people development, associated theories and frameworks.
- Organisational design and development.
- Developing global organisational strategy.
- Leading and developing people to optimise performance.
- Strategic management of people and projects (cross-cultural intelligence and EDI&R).
- Personal and professional development for strategic leaders.
- Coaching skills for leaders (effective communication and integrated thinking).
- Green and socially responsible people management.
- Leadership theories and contemporary leadership -ethical, responsible and sustainable.
- Transformational and innovation leadership.
- Sustainability leadership models for sustainable business outcomes.
- Leadership development and reflective practices.

LEARNING OUTCOMES:

Module Learning Outcomes
On successful completion of the module, minimal or no guidance students will be able to:
Subject-Specific Knowledge, Understanding & Application
a) Critically review and evaluate theories and frameworks associated with strategic people development, organisational strategy and leadership.
b) Critically assess the impact of personal and professional development strategies on the strategic management of people and projects.
c) Critically analyse and discuss how leadership, and people development theories and models impact on business outcomes.
d) Examine and apply different methods of personal and professional development strategies for promoting people and leadership development.
Employability & Changemaker Skills
e) Communicate different perspectives on a topic, presenting complex perspectives effectively in a specified written format.
f) Reflect on evidence generated through personal and professional development to inform self-development and actualisation.

Readers are referred to the Programme Specification document for the list of PSRB requirements met by this module.

TYPICAL LEARNING, TEACHING AND ASSESSMENT HOURS (for the module as delivered on-site at the University of Northampton):

[View this table on how learning, teaching and assessment hours map to the KIS Categories.](#)

Learning and teaching information for this module when delivered off-site by UN partners is available from the partner institution's NILE site (or equivalent). Any variation in study hours must be approved by the University of Northampton before students are enrolled, ensuring that study hours provision is always appropriate to support student achievement of the module learning outcomes.

Learning, Teaching and Assessment activities	Study hours
Contact hours: (total) Comprising face-to-face and online contact hours as follows:	40
• Face-to-face (total) - this may include the following: (delete any that are not applicable) - Face to face interactive small group session (generic space in groups of approx. 30 e.g. seminars/workshops/tutorials) - F2F (broadcast) Lectures (e.g. guest speaker, cohort induction) - Other (e.g. dissertation tutorial, scheduled drop-in) – please specify	36
• Online contact hours (total) (comprising online activities with mediated tutor input)	4
Guided independent study hours (including hours for assessment preparation)	160
Module Total	200

ALIGNMENT OF LEARNING OUTCOMES AND ASSESSMENTS:

University of Northampton:

<u>Assessment Activity</u>	<u>Learning Outcomes</u>	<u>Weighting (%)</u>
----------------------------	--------------------------	----------------------

Code	Assessment Type	Assessment Deliverables		
AS1	Report	Individual Case Analysis Report on strategic people development (2,000 words)	a, b, e	50%
PS1	Portfolio Presentation	Individual Portfolio Presentation on leadership development (2,000 words)	c, d, f	50%

The assessment items listed above are graded and contribute to the overall module grade (assessment *of* learning). In addition, there are opportunities for formative assessment (assessment *for* learning), which are ungraded, to support students in achieving the module learning outcomes. These are NOT listed.

APPROVAL/ REVIEW DATES:

Version: 1

Date of approval: March 2024