

UNIT SPECIFICATION

Unit title **INTRODUCTION TO LEADERSHIP**

Level	Level 6	Credit value	40 (20 ECTS)
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Is this a common unit?	No	Expected contact hours for unit	18
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Pre and co-requisites

None

Aims

The unit aims to explore leadership in the context of integrated care and service provision. It will focus on the student:

- Critically reflecting on their existing leadership competence developed as a result of experience or those typically found in organisation-based training programmes.
- Identify skills deficits and plan to meet these through the programme itself by setting personal and organisational objectives.
- Meeting appropriate professional standards and requirements.

Intended learning outcomes (ILOs)

Having completed this unit, the student is expected to demonstrate:

1. An ability to evaluate the effectiveness of their existing practice in managing self and others, using evidence-based knowledge, an understanding of legal and policy contexts and the policies and procedures of their own organisations.
2. An ability to access a range of strategies and behaviours that will help them to achieve and maintain effectiveness in managing self and the performance of others.
3. A critical application of appropriate theoretical issues and frameworks in reflecting on and analysing a complex, work-related situation.

Learning and teaching methods

The taught component uses a variety of methods building on the student's professional experience, skills and knowledge. Learning and teaching methods include lectures, discussion groups, reflection on practice and guided independent study. Unit guides and specific reading materials have been designed to enable students to continue in the professional development of their existing knowledge base and maximise opportunities to advance their professional practice. Core text and encouragement to read widely will also provide foundation knowledge for students to analyse and advance their professional practice. Bournemouth University's online learning resources will be used for student learning and support.

Teaching for this unit will take place online, physically or in a hybrid mode, depending on the requirements of the purchasing employer.

Assessment

Formative assessment/feedback

Formative feedback on students' thinking so far will be provided when the assignment requirements /guidance, etc., are discussed. Students with individual/ additional needs are encouraged to contact the unit lead via e-mail.

Summative assessment

Indicative assessment

ILOs 1-4 will be assessed by 100% coursework	Maximum word count: 3,500
<p>Indicative unit content</p> <ul style="list-style-type: none"> • Fundamental concepts in relation to leadership and management • Performance management, both personal and team • Implications for leading self and others in changing climates • Building meaningful and effective relationships through the further development of interpersonal and communication skills • Health and social care change and key policy directives • Current challenges in meeting the new health and social care agenda • Modes of reflective practice • Personal development planning. 	
<p>Indicative learning resources</p> <p>Core texts*</p> <p>Brown, B. 2018. Dare to Lead. Brave Work. Tough Conversations. Whole Heart. Penguin Random House.</p> <p>Brown, K. ed., Field, R. ed., 2016. Effective Leadership, Management and Supervision in Health and Social Care, 2nd ed. London: Sage.</p> <p>Heffernan, M., 2011. Wilful Blindness – Why we ignore the obvious at our peril. London: Simon and Schuster.</p> <p>Hersey, P., Blanchard, K.H. and Johnson, D.E., 2013. Management of Organizational Behavior, 10th ed. London: Pearson.</p> <p>*Holroyd, J., 2012. Improving personal and organisational performance in social work. London: Sage Learning Matters.</p> <p>Holroyd, J., 2015. Self-leadership and Personal Resilience in Health and Social Care. London: Sage.</p> <p>Kahneman, D., 2011. Thinking, Fast and Slow. London: Allen Lane.</p> <p>Kline, N., 2014. Time to Think. Listening to Ignite the Human Mind. London: Hachette UK.</p> <p>Kouzes, J.M., and Posner, B, Z., 2012. The Leadership Challenge 5th ed. London: John Wiley & Sons, Inc.</p> <p>Lawlor, J. and Bilson, A., 2010. Social work management and leadership. Managing complexity with creativity. London: Routledge.</p> <p>Northouse, P.G., 2021. Leadership Theory and Practice 9th ed. London: Sage.</p> <p>Rutter, L. and Brown, K., 2015. Critical thinking and professional judgement for social work. 4th ed. London: Sage: Learning Matters.</p> <p>Sinek, S., 2009. Start With Why: How Great Leaders Inspire Everyone to Action. London: Penguin.</p> <p>Wake, L., 2010. NLP principles in practice. St Albans: Academy Press.</p> <p>Yukl, G., 2020. Leadership in Organisations 9th Ed. London: Pearson Education Ltd.</p> <p>Journals Students will be directed to a variety of journals as appropriate.</p> <p>Web-based sources</p>	

<https://www.adass.org.uk>
<http://www.leadershipacademy.nhs.uk/>
www.kingsfund.org.uk
<https://www.gov.uk>

Unit number		Version number	1.2	Date effective from	Oct 2023
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