

# AMITY GLOBAL INSTITUTE

## MODULE SYLLABUS

Course	Master of Business Administration (University of London)
Module Title	Leadership, transformation and organisational change
Module Syllabus No. (if any)	BAM610
Syllabus / Content / Learning Outcomes	<p>The module presents three distinct but strongly interrelated topics. Leadership is an important concept that has dominated organisational research for decades and it relates to many different organisational levels. This module focuses on leaders and leadership at the apex of the organisation. Therefore, special attention is given to Top Management Teams, CEOs and Boards of Directors. Leadership actions can transform organisations in terms of their overall strategy and consequently the way that they are structured, organised and performed. Organisations facing either external pressures or internal condition are changing, developed and very often transformed through their life cycle. Through this module, students are supported towards a career in business management so that they may apply knowledge and understanding of business and management to complex, dynamic issues and situations that will come up in their working environments. Applicability of knowledge will be demonstrated through several case studies provided.</p> <p>Learning outcomes: Upon successful completion of the module, students should be able to:</p> <ul style="list-style-type: none"> <li>• Describe the key managerial traits and skills required to provide strategic leadership in the organisation</li> <li>• Explain the challenges that leaders face in the 21st century</li> <li>• Discuss the importance and relevance of leadership theories</li> <li>• Describe the paramount role of strategic leadership</li> <li>• Explain the role, responsibilities and challenges and decision making of Top Management Team, CEOs and Boards of Directors</li> <li>• Evaluate the key drivers, types and processes of organisational change and learning</li> <li>• Critically discuss transformation in organisations through vision, processes, structures and culture</li> <li>• Analyse leading and leadership through evolution and adaptation</li> <li>• Analyse and synthesise theories about leadership, change, leading transformation</li> <li>• Examine various perspectives of leadership and change theories and identification of assumptions and alternative viewpoints</li> <li>• Desk research skills into business and management issues, either individually or as part of a team for projects/dissertations/presentations</li> <li>• Interpersonal skills of effective listening, negotiating, persuasion, considering alternative perspectives</li> <li>• Problem solving skills, such as identifying, formulating and solving business problems at a strategic level</li> <li>• Effective communication skills utilizing a range of media which are widely used in business</li> <li>• Self-reflection and criticality including self-awareness, openness and sensitivity to diversity in terms of people, cultures, business and management issues</li> <li>• Self-management skills in terms of time, planning, self-starting and independent learning</li> <li>• The ability to present and defend complex arguments based on multidisciplinary analysis and multiple kinds of evidence</li> <li>• Problem solving &amp; decision making skills</li> <li>• Collaboration skills in multicultural teams</li> </ul>
No. of Teaching Hours	Contact Hours – Lectures, Seminars & online activity (22 x 3) = 66 Independent Preparation, pre-reading and analysis = 84 TOTAL = 150
Teaching Methods	Lectures, tutorials, case-studies analysis, research journals and group discussion.

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Assessment Methods and Weightages	One two-hour unseen written examination (70%) One 2,000 words assignment (30%).
Skills for Maximising Learning Outcomes	Reading and research
Dates of Examinations, Major Assessments and Assignments	Please refer to <a href="http://www.london.ac.uk">www.london.ac.uk</a> exam tables June, August/September, December and February/March
Recommended Text	Cawsey, F.T., Deszca, G. & Ingols, C., Organizational Change, Sage, 2016, 1, 2, 3, 4, 5, 6 Finkelstein, S., Hambrick, C.D. & Cannella Jr., A.A, Strategic Leadership, Oxford University Press, 2009, 1, 2, 4, 5, 6, 8, 9 Pitt, M & Koufopoulos, D.N., Essentials of Strategic Management, Sage, 2012, 2, 3, 4, 6, 13 Huber, G.P., The necessary nature of future firms: Attributes of survivors in a changing world, Sage, 2004, 5, 6

Lesson No.	Learning Outcome
1	Leadership and Management in the 21st Century
2	Theories of Leadership
3	Strategic Leadership and Decision Making in Top Teams
4	Challenges and Complexities of Organisational Change
5	Implementing Changes
6	Organisational Learning
7	Transformation through Culture and Vision
8	Transformation through Systems and Structure
9	Innovation as Driver for Transformation
10	Organisational Evolution, Adaptation and Renewal

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