



Module Definition Form (MDF)

Module code: MOD007230	Version: 2 Date Amended: 01/Sep/2020
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1. Module Title
Applied Leadership and Communications

2a. Module Leader
Ben Reynolds

2b. School
School of Management at Anglia Ruskin University

2c. Faculty
Faculty of Business and Law

3a. Level
5

3b. Module Type
Standard (fine graded)

4a. Credits
15

4b. Study Hours
150

5. Restrictions			
Type	Module Code	Module Name	Condition
Pre-requisites:	None		
Co-requisites:	None		
Exclusions:	None		
Courses to which this module is restricted:			

LEARNING, TEACHING AND ASSESSMENT INFORMATION

6a. Module Description

You'll analyse leadership as an interaction between leaders and followers, rather than a downward force from superiors to subordinates. This will help you recognise the effects of values, emotions and shifting power relations on your interactions with both your leaders and your followers. You'll be encouraged to reflect on the skills used by leaders and required for leadership in your relationships. By taking a critical and constructivist view of leadership, you'll recognise leadership skills and potential in both yourself and others, reflecting on the purpose and practice of leadership skills. This includes coding and decoding the language choices and organisational cultures that support effective leadership, analysing leader myths and stories and emphasising the role of followers as active drivers of change within organisations.

For students registered on BSc (Hons) Business Management and BSc (Hons) Business Management (with placement year), successful completion of this module provides exemption from the Chartered Management Institute's Unit 526 Principles of Leadership Practice.

6b. Outline Content

The module blends insights from traditional leadership modules with psychology, sociology, communication studies and anthropology to produce a rounded view of the leader/follower relationship. Weekly topics include:

Leading through stories: The history and psychology of great leaders;

Power, Control, Influence, and Resistance: Ethical Dilemmas in Leader/Follower Relations;

International, Intercultural leadership and followership;

Leading without Power and Authority: Team, Servant, Distributed and Authentic Leadership;

Rewards and Nudges: Creating Consent among Followers;

The Dark Side of Leadership: Charisma, Corruption and Organisational Decline;

Communicating Meaning in the Post-Fordist Workplace: Critical Readings of Organisational Policies and Cultures;

Leading and Following on Social Media: Decoding Effective Communications;

Leadership Development? Critical and Constructivist views of Leadership Training;

Choosing a Leader: How Followers decide who to Follow.

6c. Key Texts/Literature

The reading list to support this module is available at: <https://readinglists.aru.ac.uk/>

6d. Specialist Learning Resources

None

7. Learning Outcomes (threshold standards)		
No.	Type	On successful completion of this module the student will be expected to be able to:
1	Knowledge and Understanding	Evaluate leaders' abilities to attract and develop followers using relevant literature and case studies.
2	Knowledge and Understanding	Demonstrate a reflexive and well-informed appreciation of social and contextual influences on effective leadership and followership.
3	Intellectual, practical, affective and transferrable skills	Work independently and in teams to apply key concepts and theoretical insights from psychology, communication studies, and sociology to leadership practice in both domestic, global, and online contexts.
4	Intellectual, practical, affective and transferrable skills	Develop leadership skills such as autonomous learning, problem solving, persuasion and effective communication across a range of media types by selecting and analysing information from a variety of academic, professional, and social media sources.

8a. Module Occurrence to which this MDF Refers				
Year	Occurrence	Period	Location	Mode of Delivery
2025/6	ZZF	Template For Face To Face Learning Delivery		Face to Face

8b. Learning Activities for the above Module Occurrence			
Learning Activities	Hours	Learning Outcomes	Details of Duration, frequency and other comments
Lectures	24	1-4	2 hour sessions once a week over 12 weeks flexibly combining lectures, workshops and seminars
Other teacher managed learning	0	None	None
Student managed learning	126	1-4	Reading, independent research and analysis as directed by activities on Canvas
TOTAL:	150		

9. Assessment for the above Module Occurrence					
Assessment No.	Assessment Method	Learning Outcomes	Weighting (%)	Fine Grade or Pass/Fail	Qualifying Mark (%)
010	Coursework	1-4	80 (%)	Fine Grade	30 (%)
Coursework 2000 words					
Assessment No.	Assessment Method	Learning Outcomes	Weighting (%)	Fine Grade or Pass/Fail	Qualifying Mark (%)
011	Practical	1-4	20 (%)	Fine Grade	30 (%)
15 minutes Group Presentation					

In order to pass this module, students are required to achieve an overall mark of 40% (for modules at levels 3, 4, 5 and 6) or 50% (for modules at level 7*).

In addition, students are required to:

- (a) achieve the qualifying mark for each element of fine graded assessment as specified above
- (b) pass any pass/fail elements

[* the pass mark of 50% applies for all module occurrences from the academic year 2024/25 – see Section 3a of this MDF to check the level of the module and Section 8a of this MDF to check the academic year]