

Module Title:	Leadership and Change Management
Language of Instruction:	English
Credits:	10
NFQ Level:	8
Module Delivered In	No Programmes
Teaching & Learning Strategies:	• lectures • discussion • case study • problem-solving exercises • readings • self-directed learning
Module Aim:	The aim of this module is to develop student's awareness of leadership issues in social care, relating specifically to organisational & team cultures, organisational change and the effects of power and politics.
Learning Outcomes	
<i>On successful completion of this module the learner should be able to:</i>	
LO1	Differentiate between different approaches to leadership in a social care setting
LO2	Appraise different leadership styles and determine their usefulness in managing change in professional social care
LO3	Analyse approaches to change management and their application to social care
LO4	Assess the impact of organisational culture on a leader's ability to manage change
LO5	Examine the effects of power, politics and conflict on change management
LO6	Assess how leaders can be developed in a social care environment
Pre-requisite learning	
Module Recommendations <i>This is prior learning (or a practical skill) that is recommended before enrolment in this module.</i>	
No recommendations listed	
Incompatible Modules <i>These are modules which have learning outcomes that are too similar to the learning outcomes of this module.</i>	
No incompatible modules listed	
Co-requisite Modules	
No Co-requisite modules listed	
Requirements <i>This is prior learning (or a practical skill) that is mandatory before enrolment in this module is allowed.</i>	
No requirements listed	

Module Content & Assessment

Indicative Content
Topic: Introduction to Leadership Distinguishing leadership roles from management roles.
Topic: Approaches to Leadership Major leadership theories which may include: skills approach, situational approach, contingency leadership
Topic: Modern leadership approaches Leader participation theory, collaborative leadership skills approach, servant leadership, authentic leadership
Topic: The Nature of Change Evolution of change theory - classical approach developments in organisation theory from certainty to contingency New Paradigms
Topic: Models of Change Planned change, emergent change, developments in change management.
Topic: Organisational Change management High involvement work systems. communication, employee involvement workforce psychological adjustment
Topic: Change Leadership Understanding the impact of culture and politics in change management. The choice management/change management model.
Topic: Organisational context SWOT analysis, PESTEL analysis, workforce characteristics
Topic: Leadership Development The management development process, the organisational development process, changing managerial behaviour

Assessment Breakdown	%
Continuous Assessment	40.00%
End of Module Formal Examination	60.00%

Continuous Assessment				
Assessment Type	Assessment Description	Outcome addressed	% of total	Assessment Date
Other	Essay or problem based learning exercise	2,3	20.00	n/a
Project	Group based project	4	20.00	n/a

No Project

No Practical

End of Module Formal Examination				
Assessment Type	Assessment Description	Outcome addressed	% of total	Assessment Date
Formal Exam	No Description	1,5,6	60.00	End-of-Semester

SETU Carlow Campus reserves the right to alter the nature and timings of assessment

Module Workload

Workload: Full Time		
<i>Workload Type</i>	<i>Frequency</i>	<i>Average Weekly Learner Workload</i>
Lecture	30 Weeks per Stage	2.00
Estimated Learner Hours	30 Weeks per Stage	3.67
Total Hours		170.00

Workload: Part Time		
<i>Workload Type</i>	<i>Frequency</i>	<i>Average Weekly Learner Workload</i>
Lecture	Every Week	1.00
Total Hours		1.00

