Subject Code	MM5055 / MM5056 / MM5057
Subject Title	Leadership Development Programme: Management Orientation Workshop (2 credits) Leading Self (2 credit) Leading Others (2 credit)
Credit Value	6 (2/2/2)
Level	5
Normal Duration	1-semester / 1-semester / 1-semester
Pre-requisites ~~Co-requisites~~ **Exclusions**	**Pre-requisites** NIL -- **Exclusions** PolyU Korn/Ferry Leadership Development Programme: Management Orientation Workshop (MM5051); and PolyU Korn/Ferry Leadership Development Programme: Leading Self (MM5052); and PolyU Korn/Ferry Leadership Development Programme: Leading Others (MM5053); and PolyU Korn/Ferry Leadership Development Programme: Leading in a Complex World (MM5054)
Role and Purposes	This subject has two purposes. First, it introduces students to the programme. Second, it enables students to understand and then develop their Leadership skills. It contributes to the achievement of the MBA Outcomes by developing students' inter-personal skills (Outcome 4) and their abilities in respect of leadership and change management (Outcome 5).
Subject Learning Outcomes	Upon completion of the subject, students will: a. Describe the MBA programme, including its learning outcomes, faculty expectations of students, structure, approaches to learning and resources available; b. Explain the nature of leadership and teamwork in a world of change and complexity; c. identify and articulate their own needs for leadership skills development; d. have met a significant part of those needs through the development of their inter-personal skills in workshops and on-line development activities.
Subject Synopsis/ Indicative Syllabus	The subject is designed as a journey of self-reflection and discovery. The first workshop is concerned to introduce students to the MBA programme, and to provide them an opportunity to search for their independent roles in an interdependent context through assessments, learning activities and teamwork. Armed with initial self-knowledge, students then enter the second and the third workshops exploring ways to manage self and to influence, encourage and collaborate with others. These workshops provide a chance for students to crystallize their learning experience from this journey, to revisit their personal and professional goals, and to start building their very own personal brand and leadership style.
Teaching/Learning Methodology	The focus throughout this subject is on learning from experience, self-appraisal and reflection on the results of the diagnostic and developmental activities in and between the Workshops.

Specific assessment methods/tasks	% weighting	Intended subject learning outcomes to be assessed (Please tick as appropriate)			
		a.	b.	c.	d.
Continuous Assessment*	**100%**				
1. Management Orientation Workshop : quiz and self-appraisal on MBA structure and expectations, and learning styles[#]		✓			
2. In-workshop exercise requiring effective teamwork[#]			✓		
3. Self-appraisal of initial leadership diagnostics	20%			✓	
4. Individual reflection on the impact of the LDP	80%				✓
Total	100 %				

[#]*These assessments are formative only, involving immediate feedback to students in the workshop setting.*

To pass this subject, students are required to obtain Pass in the Continuous Assessment components.

Explanation of the appropriateness of the assessment methods in assessing the intended learning outcomes:

Initial self-appraisal followed by post-development reflection is the most appropriate way for students to demonstrate that the learning outcomes for this subject have been met.

Student Study Effort Expected	Class contact:	
	▪ Management Orientation Workshop	20 Hrs.
	▪ Leading Self Workshop	16 Hrs.
	▪ Leading Others Workshop	16 Hrs.
	▪ Online development activities and Self study	182 Hrs.
	Total student study effort	234 Hrs.

Reading List and References

Covey, S.R. (1989). The 7 habits of highly effective people. Free Press.

Day, D. V. (2000). Leadership development: A review in context. Leadership Quarterly, 11 (14), 581-613.

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Asia Pacific Business Review, 19(3), 421-425.

Lawler III, E. E. (1994). From job-based to competency-based organizations. Journal of Organizational Behavior, 15(1), 3-15.

Mabey, C. (in press). What kind of leader are you becoming? Sage publication.

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McCall, M.W. Jr. (2005). Leadership development through experience. Academy of Management Executive, 18(3), 127-130.

Pfeffer, J., & Fong, C. T. (2002). The end of business schools? Less success than meets the eye. Academy of Management Learning & Education, 1(1), 78 95.

Schyns, B., Kiefer, T., Kerschreiter, R., & Tymon, A. (2011). Teaching implicit leadership theories to develop leaders and leadership: How and why it can make a difference. Academy of Management Learning & Education, 10(3), 397-408.

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