

## UNIT OUTLINE FOR LEADERSHIP CAPSTONE MTL208.9

### Name of Unit 1 (Unit Code 1)

Leadership Capstone (MTL208.9)

### SECTION 1 – GENERAL INFORMATION

#### Administrative details

| Associated higher education awards | Duration     | Level<br><i>(for example, introductory, intermediate, advanced level, 1st year, 2nd year, 3rd year)</i> | Unit Coordinator<br><i>(incl. academic title)</i> |
|------------------------------------|--------------|---------------------------------------------------------------------------------------------------------|---------------------------------------------------|
| Master of Leadership               | One semester | Advanced                                                                                                | Head of Program                                   |

#### Core or elective unit

Indicate if the unit is a

- core unit  
 elective unit  
 other (please specify below):

#### Unit weighting

Using the table below, indicate the credit point weighting of this unit and the credit point total for the course of study (for example, 10 credit points for the unit and 320 credit points for the course of study).

| Unit credit points | Total course credit points |
|--------------------|----------------------------|
| 12 credit points   | 72 credit points           |

#### Student workload

Using the table below, indicate the expected student workload per week for this unit.

| No. timetabled hours per week | No. personal study hours per week | Total workload hours per week |
|-------------------------------|-----------------------------------|-------------------------------|
| 1                             | 17                                | 18                            |

For those students requiring additional English language support, how many additional hours per week is it expected that they will undertake?

Additional English language support:   0   hours per week

#### Pre-requisites and co-requisites

Are students required to have undertaken a prerequisite or co-requisite unit for this unit?

- Yes     No

If YES, provide details of the prerequisite or co-requisite requirements below.

Pre-requisite: MTL202.8 Leading Change and Innovation

Pre- or co-requisite: MTL 207.9 Strategic Leadership

## SECTION 2 – ACADEMIC DETAILS

| Brief description of the content of the unit                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                             |                                        |           |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|----------------------------------------|-----------|
| This unit provides students with the opportunity to research, formulate, plan, implement and reflect on a leadership innovation, which is designed to address a key issue or problem within their organisation, in the light of contemporary leadership scholarship. Students will develop research skills and creative problem-solving skills that are relevant for their organisation. Students will have the opportunity to communicate their findings to a wider audience, both within and outside their organisation.                                                                                                                                                          |                             |                                        |           |
| Learning outcomes for the unit                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                             |                                        |           |
| 1) Explain key research principles and methods that are relevant to leadership in their professional context                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                             |                                        |           |
| 2) Investigate and explain the theoretical basis for leadership innovations with reference to contemporary scholarship and the Christian tradition (where relevant)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                             |                                        |           |
| 3) Justify and execute a leadership innovation which is designed to address a key issue or problem within their organisation, and which is likely to be encountered by similar organisations                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                             |                                        |           |
| 4) Critically reflect on their experience and propose further initiatives and developments that could potentially enhance their organisations' effectiveness and their own capacity to lead within and beyond their organisation                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                             |                                        |           |
| 5) Interpret, communicate and promote implications of leadership innovations to people within and outside their organisation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                             |                                        |           |
| Assessment tasks                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                             |                                        |           |
| Type                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Learning Outcome/s assessed | When assessed – year, session and week | Weighting |
| <b>Context statement</b><br>Students are to write a 500-word summary of their professional context and the key organisational issue or problem they plan to address.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 3                           | Week 2                                 | 5%        |
| <b>Capstone Action Plan</b><br>Student are to write a 4500-word action plan that consists of the following elements: (i) an annotated bibliography of at least 15 relevant, contemporary, scholarly resources, (ii) an outline of the issue/difficult they are seeking to address, (iii) the innovative response they plan to make, and (iv) a timeline that details how the student will implement this plan before the end of the semester. Note, element (iii) should include an extended discussion of the theoretical basis for and rationale of their proposed leadership innovation with reference to contemporary scholarship and the Christian tradition (where relevant). | 1-3                         | Week 10                                | 50%       |
| <b>Critical Reflection</b><br>Students are to write a 2000-word critical reflection that reflects on the process of implementing their proposed solution and the effectiveness of the solution. Students should also identify related initiatives and developments which could lead to improvements within their organisation and in their own leadership capacity.                                                                                                                                                                                                                                                                                                                 | 3, 4                        | Week 14                                | 30%       |
| <b>Dissemination Exercise</b><br>Students are to present their findings to an audience which includes people from outside of their organisation. The presentation should centre on the theoretical basis for their innovation, the process of implementation, and the outcome of the process. The form of the presentation is flexible but students should coordinate with their Head of Program to ensure that their chosen mode is appropriate. (Equivalent 1000-words)                                                                                                                                                                                                           | 2-5                         | Week 14                                | 15%       |

## 2.1 Prescribed and recommended readings

Provide below, in formal reference format, a list of the prescribed and recommended readings for the unit.

Prescribed Reading:

The reading list will vary depending upon the topic, issue, or practice which is the focus of the unit.

Recommended Reading:

Buchanan, David A., and Alan Bryman, eds. *The SAGE Handbook of Organisational Research Methods*. London, UK : SAGE, 2009.

Hair Jr., Joseph F., et al. *Essentials of Business Research Methods*. 2<sup>nd</sup> edition. Armonk, NY: M. E. Sharpe, 2011.

Klenke, Karin. *Qualitative Research in the Study of Leadership*. 2<sup>nd</sup> edition. Bingley, UK: Emerald, 2016.