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| Title: | **Developing your leadership styles** | | |
| Level: | 4 | | |
| Credit value: | 4 | | |
| Unit guided learning hours | 10 | | |
| Learning outcomes (the learner will) | | Assessment criteria (the learner can) | |
| 1. Understand the outcomes of effective leadership | | 1.1 | Evaluate the importance of performance and engagement with followers in an organisation |
| 1. Be able to assess own leadership styles | | 2.1  2.2 | Review own leadership styles by using a diagnostic  Assess the effectiveness of own leadership styles |
| 1. Understand the implications of own leadership styles for self and for leadership within own organisation | | 3.1  3.2 | Using the self-assessment of own leadership styles activity described in assessment criteria 2.1 and 2.2, evaluate the implications for self and own organisation  Evaluate the impact of changes in the situation on the effectiveness of the adopted style |
| 4 Be able to assess own leadership behaviour, in terms of the factors which determine effective leadership | | 4.1  4.2 | Evaluate the factors which impact on leadership effectiveness  Assess own leadership behaviour in terms of these factors |
| 5 Understand how to develop own leadership style and effectiveness | | 5.1  5.2  5. 3 | Produce an action plan for developing own leadership style and effectiveness  Explain the benefits of implementing the action plan  Explain how you will monitor and evaluate the action plan |

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| **Additional information about the unit** | |  |
| Unit purpose and aim(s) | | To be able to develop own leadership style to improve own and organisational performance. |
| Details of the relationship between the unit and relevant national occupational standards or professional standards or curricula (if appropriate) | | Links to Management and Leadership 2004 NOS: A2 |
| Assessment requirements or guidance specified by a sector or regulatory body (if appropriate) | |  |
| Support for the unit from a sector skills council or other appropriate body (if required) | | Council for Administration (CfA) |
| Equivalencies agreed for the unit (of required) | | M4.24 Developing your leadership styles |
| Location of the unit within the subject/sector classification system | | 15.3 Business Management |
| **Additional Guidance about the Unit** | | |
| **Indicative Content:** | | |
| 1 | * Defining leadership * Importance of performance and interaction (engagement) with followers in an organisation | |
| 2 | **Understand a range of different models theories and explanations of leadership**   * Development of leadership thought from Taylor to present day * Emergent Leadership * Constitutive Leadership * Servant Leadership * Followership | |
| 3 | **Be able to use and interpret a range of tools to inform leadership behaviour**   * Leadership profiling * For example: MBTI, FIRO, 16 PF, DISC, OCEAN | |

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| 4 | **Understand the implications of own and others leadership behaviour in different contexts**   * Situational analysis * Implications of own preferred leadership style for various situations * Implications for different situations |
| 5 | * Understanding how these work in terms of motivation theory |
| 6 | * Compiling an action plan (current behaviours, goal setting, implementation practice, identification of what the difference in performance would be) * Benefits of implementing an action plan |