

## LEVEL 6 ASSESSMENT SPECIFICATION

|                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                 |                    |
|----------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|--------------------|
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| <b>Programme:</b>                      | Bachelor in Accounting (Honours)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                 |                    |
| <b>Module:</b>                         | <b>Leading and Developing People</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                 |                    |
| <b>Module code:</b>                    | IUBA6003                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | <b>Contribution to Overall Module Assessment (%):</b>           | <b>50%</b>         |
| <b>Lecturer:</b>                       | Emma Roberts                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | <b>Internal Verifier:</b>                                       |                    |
| <b>Assignment Title:</b>               | The Complexity of Modern Leadership                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <b>Word count (or equivalent):</b>                              | <b>2,500 words</b> |
| <b>Submission deadline:</b>            | 19 <sup>th</sup> August, 2024 @23:55                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <b>Return date of provisional marks &amp; written feedback:</b> |                    |
| <b>Submission method:</b>              | <p>All written assessments, where practical and possible, must be submitted via Turnitin unless otherwise instructed by the Lecturer. (Please DO NOT put this assessment specification into Turnitin or it will match many similarities with other students' submissions.)</p> <p><b>Alternative submission method (if applicable):</b></p> <p><b>Late submission of the assessment will result in a late penalty mark.</b> Penalties for late submission: Up to one week late, maximum mark of 40%. Over one week late, 0%. Only the Extenuating Circumstances Panel may approve a change to submission dates.</p> |                                                                 |                    |
| <b>Academic honesty / referencing:</b> | Academic honesty is required. In the main body of your submission you must give credit to authors on whose research and ideas your work is based. Append to your submission a reference list that indicates the books, articles, etc. that you have used, cited or quoted in order to complete this assessment.                                                                                                                                                                                                                                                                                                     |                                                                 |                    |

# STUDENT FEEDBACK FORM

| Generic Assessment Criteria                               | Marks available | Marks awarded |
|-----------------------------------------------------------|-----------------|---------------|
| 1. Engagement with Literature Skills                      | 20              |               |
|                                                           |                 |               |
| 2. Knowledge and Understanding Skills                     | 20              |               |
|                                                           |                 |               |
| 3. Cognitive and Intellectual Skills                      | 20              |               |
|                                                           |                 |               |
| 4. Practical Application Skills                           | 20              |               |
|                                                           |                 |               |
| 5. Transferable Skills for Life and Professional Practice | 20              |               |
|                                                           |                 |               |

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## **1.0 Introduction**

A leader is a person who directs a team in the right direction to accomplish a task effectively. Leadership has a significant impact on organizational behaviour as it is the centre point that directs a company's values, culture and practices. Great management leadership has a possibility to motivate staff to achieve their full potential, creating a great working environment whereas poor management leadership may result in high employee turnover due to disputes and an unhealthy working environment (*Theories of leadership By unacademy. 2024*). The role of leadership in a contemporary organization is wide where it involves decision making, setting vision and mission of a company and motivating and directing employees towards a common goal. A true leader motivates his team and makes an ideal ambience, corporate culture, and operational tactics to ultimately achieve prosperity of the organization. In order to succeed as a leader, one must possess certain skills and principles which can be gained from learning, experience and training as well as innate characteristics. The concept of leadership has existed since the beginning of time. There will always be a person to guide and motivate people in each endeavour they undertake and that person is called a leader. Leadership theories attempt to clarify how and why particular individuals become leaders. Such theories frequently concentrate on the qualities of leaders such as boldness, wisdom but few try to determine the behaviours that people may use to enhance their own leadership capacities in various settings (*Slinglo.L, 2022*).

## **2.0 Role of Leadership in Contemporary Organization and Theories of Leadership**

### **Transformational Leadership Theory**

Encouraging and celebrating employees is one of the key components of great leadership. Leaders should recognise and celebrate their team accomplishments, even a small one, while also motivating and inspiring them throughout their ups and downs in completing a task. Leaders can encourage dedication, trustworthiness and great outcomes by creating a healthy working environment and infusing their staff with an overwhelming sense of worth and significance (*Kioja, 2024*).

This can be illustrated by the transformational leadership theory that has a strong focus on the capacity of leaders to embolden and cheer up their team members to succeed outstanding achievement. Leaders who grasp this idea may gain insight on how to communicate an inspiring mission, encourage innovation and promote a healthy organizational culture. A leader could improve his team's performance and achieve significant transformation in the organization by implementing this transformational leadership theory (*Kioja, 2024*). In this 21st century, transformational theory has gained prominence where organizations across all sectors are experiencing significant transformation in this digital world. Therefore, transformational leaders should understand how to embolden, cheer and support their staff to function in ways that result in substantial improvement. Transformational leaders are critical in leading and directing their team towards a common goal, encouraging creativity and supporting personal development. As a visioner, these leaders use their abilities to foresee upcoming objectives and possible barriers as well as a great understanding of what will move their team and aspirations forward. Furthermore, transformational leaders who prioritize personal care and sincere empathy on other people are most probably to inspire and motivate their team. Eventually, the end result will be the passionate and motivated staff who are capable of creating and contributing to a company's future prosperity (*Theories of leadership By unacademy. 2024*).

One of the real-life examples of transformational leadership theory is Steve Jobs, the well-founder co-founder of Apple. His leadership style was distinguished by his capacity to encourage his people, which contributed significantly to Apple's success. He communicated a precise goal to his staff in a way that inspired them to work towards it. Job's enthusiasm for innovation stemmed from an extensive spectrum of own experiences including his travel to various nations. This ability to build compelling goals for the future inspired invention and innovation in his organization resulting in innovative goods like iPod and iPhone. Therefore, Steve Jobs is well-known for his visionary leadership style. He owns imagination, enthusiasm and a constant hunger for perfection. He had a unique capacity to encourage and drive his employees. Here Jobs demonstrated characteristics like having precise goals of generating creative and usable goods, his love for creativity and dedication to perfection inspired the development of cutting-edge goods and he had a captivating personality that inspired and motivated others where his existence encouraged his employees to go beyond the limits and accomplish amazing outcomes (*Theories of leadership By unacademy*. 2024).

### **Transactional Leadership Theory**

It is a leadership strategy that emphasises the importance of hierarchy improving organizational performance. Leaders with a transactional leadership value system and use their power to impose standards in order to motivate employees to give the best of their abilities. Leaders who utilize transactional theory in their workplace will always observe their employees, rewarding them for achieving goals and disciplining them when they fall short. This management does not practise this to accelerate the firm's growth but to focus on respecting the firm's culture and values in order to have effective operations (*Kioja, 2024*).

A real-life example is Bill Gates who is the creator of Microsoft and renowned as a transactional leader who frequently inspected teams in order to make sure that the employees grasp the objectives and needs of the company (*Kumospace, 2023*). Bill Gates has stringent protocols in the workplace, particularly in the initial stage of business they offered staff minimal freedom. Moreover, transactional leadership is also prevalent in the sports industry. Vince Lombardi who was a trainer, was recognised for his militant-style leadership which included a line of command in the team.

## Great Man Leadership Theory

Strategic management is critical to long-term organizational performance. Leaders have an important role in developing and implementing effective strategies that promote development, financial success and longevity. Before planning strategic ways, leaders have the responsibility of establishing precise goals and objectives for the company (*Miller. K,2023*). The leaders will make sure employees are inspired and working towards the common goal of the company (*Kioja, 2024*). By synchronising those plans with the company's vision and mission, leaders ensured that risks are discovered and controlled effectively, resources distributed properly and chances for growth and creativity are capitalized upon (*Miller. K,2023*). The theory that can be applied for this role of leadership is Great Man Theory of Leadership. Leaders under this theory have innate vision and knowledge which are different from others and they are capable of formulating long-term objectives and connecting the company's initiatives with the company's goals. Great Man Theory was developed in the nineteenth century by a historian called Thomas Carlyle who proposed that the history as a whole is simply the compilation of biographies of important individuals. These beliefs frequently depict good leaders as powerful, famous and entitled to ascend to greatness when necessary. Moreover, this theory of leadership holds that exceptional leaders are born and not created. These people are born with unique qualities and traits that distinguish them from others. These characteristics allow them to lead while influencing the course of civilization. According to the great man theory, the well-known leaders across history were born to rule and justified it due to their innate qualities and talents. The two assumptions that the great man theory based on are, successful leaders are born with specific characteristics that allow them to ascend and lead. Another assumption is that excellent leaders might emerge when there is high demand for them.

Thinking of a natural leader in the modern world will always remind of one man who stands out as a great example is the well-known Elon Musk, the founder of Tesla and SpaceX. Elon Musk's leadership style is extraordinary and motivating to the whole world. As a natural charismatic personality and outspoken person, he demonstrates his exceptional leadership abilities that appeared to have been innate (*Miller. K,2023*).

Tesla's mission ten years ago, it intends to speed the global shift towards environmentally friendly transportation. It sounds unimaginable that someone would have such a great vision nearly ten years ago, when no one else thinks about environmentally friendly transportation. Tesla and SpaceX rely heavily on his outstanding and innate leadership characteristics which are difficult for others to duplicate. Intelligence, uniformity, flexibility, self-awareness and enthusiasm seem effortless to him, making him an exceptional leader. His work ethic of 80 to 100 hours each week as well as his passion for his faith, demonstrates his persistence. This is the reason why Elon Musk is frequently regarded as a great leader in a group of leaders. His global reach, the fact that numerous individuals admired and respected him on his way of reshaping the globe are all the evidence for his innate leadership abilities which could not be imitated by others. Any organization he leads will undoubtedly have a strong competitive edge due to his strong leadership qualities (Miller. K,2023).

This theory provides a distinct perspective on human organizations and activities. Although it has been more than 2 centuries, this theory is still relevant in the current economic world as some of the top management, investors still adhere to it. This theory is crucial for organization management, especially managers and investors as it offers a structure to comprehend why some leaders arise and flourish. Besides, this can be useful for recruiting and investment purposes because it allows people to discover the natural leaders that are hidden in themselves (Benmira, S., & Agboola, M. ,2021)

Carlyle and his contemporaries received appreciation for the theory during their lifetime, as indicated by publications as the Encyclopedia Britannica Eleventh Edition of 1911. For almost 2 centuries, Great Man Theory of Leadership has been a key notion in a broad spectrum of fields. The Great Man Theory has had a significant impact on political, business and management. The term 'Great Man' was coined due to the moment at which leadership was viewed predominantly as a masculine attribute particularly in leadership roles of military.

## **Trait Leadership Theory**

Trait theories have few similarities with Great Man theory where it indicates that people possess specific abilities and features that make them more appropriate to leadership. Trait theories frequently highlight specific characteristics or behavioural qualities which are commonly observed in leaders. For instance, attributes such as openness, self-esteem and bravery which could be associated with outstanding leaders. One of the significant benefits of Trait Theory is that it offers a straightforward and natural method of discovering and evaluating future leaders. By examining the characteristics of effective leaders, we may assess ourselves and others to which extent we meet those requirements and parts that should be developed. Moreover, this theory also provides an organised and unambiguous structure for evaluating and comparing various leadership styles and approaches. Even though some characteristics are essential for leadership, there are still people with these qualities who are not able to become leaders. These characteristics are not fully accountable for determining whether an individual will be a great leader or not, rather they are viewed as prerequisites to foster individuals with leadership capabilities (*Theories of leadership By unacademy. 2024*)

### **3.0 Conclusion**

Leadership is a complex and ever-changing topic that has been researched and evaluated for millenia. Across history, leaders have appeared in numerous styles and everyone with their own distinct personality and attitude. To effectively deal with the complicated environment of leadership, an in-depth comprehension of theories related to leadership is required. These ideas offer great understanding on the basic concept of leadership and characteristics or qualities of a great leader which could greatly improve the leadership skills of a person. There were range of leadership theories discussed in this study such as Great Man Theory, Transactional Theory, Transformational Theory and Trait Theory. Transformational leadership theory that has a strong focus on the capacity of leaders to embolden and cheer up their team members to succeed outstanding achievement. Great Theory emphasizes that leaders have inborn qualities. Trait leadership explains the required characteristics of leaders and it can be developed through learning and practices. Therefore, it is crucial to learn the concept of leadership, theories related to it. In addition, everyone should understand that leadership skills can be developed through experiences and practices and it is not compulsory for one to have inborn abilities of leadership.

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