UniSC

COURSE OUTLINE

HRM211 Leadership for Organisations

School: School of Business and Creative Industries

2026 | Trimester 1

UniSC Sunshine Coast UniSC Moreton Bay	**BLENDED LEARNING**	Most of your course is on campus but you may be able to do some components of this course online.
Online	**ONLINE**	You can do this course without coming onto campus, unless your program has specified a mandatory onsite requirement.

Please go to usc.edu.au for up to date information on the
teaching sessions and campuses where this course is usually offered.

1. What is this course about?

1.1. Description

In this course, you will learn fundamental leadership knowledge and skills. Through the lens of human resource management, you will explore the role of leadership at the organisational level, which is associated with enhanced attraction and retention of higher performing staff. You will study leadership at individual, team and organisational levels, foundational leadership approaches, contemporary issues, and visionary and strategic leadership. The leadership qualities learnt in this course tend to be associated with higher levels of individual career progress, fulfilment and productivity.

1.2. How will this course be delivered?

ACTIVITY	HOURS	BEGINNING WEEK	FREQUENCY
BLENDED LEARNING			
Learning materials – Interactive online learning activities.	1hr	Week 1	12 times
Tutorial/Workshop 1 – Scheduled face to face workshops.	2hrs	Week 1	12 times
ONLINE			
Learning materials – Interactive online learning activities.	1hr	Week 1	12 times
Tutorial/Workshop 1 – Scheduled online workshops (Recorded).	2hrs	Week 1	12 times

1.3. Course Topics

- [Understanding Leadership](#)
- [Recognising Your Traits](#)
- [Engaging Strengths](#)
- [Understanding Philosophy and Styles](#)
- [Attending to Tasks and Relationships](#)
- [Developing Leadership Skills](#)
- [Creating a Vision; Establishing a Constructive Climate](#)
- [Listening to Out-Group Members](#)
- [Managing Conflict](#)
- [Addressing Ethics in Leadership](#)
- [Overcoming Obstacles](#)
- Leadership's role in achieving Sustainable Development Goals (SDGs).

2. What level is this course?

> 200 Level (Developing)

Building on and expanding the scope of introductory knowledge and skills, developing breadth or depth and applying knowledge and skills in a new context. May require pre-requisites where discipline specific introductory knowledge or skills is necessary. Normally, undertaken in the second or third full-time year of an undergraduate programs.

3. What is the unit value of this course?

> 12 units

4. How does this course contribute to my learning?

COURSE LEARNING OUTCOMES	GRADUATE QUALITIES
On successful completion of this course, you should be able to...	Completing these tasks successfully will contribute to you becoming...
1 Apply knowledge of leadership to human resource management practice and challenges.	Knowledgeable Empowered
2 Apply creative and critical thinking to leadership practice.	Creative and critical thinker
3 Demonstrate effective communication for the Human Resource Management profession.	Empowered Engaged
4 Demonstrate an understanding of effectively managing and working in teams in a human resource management context.	Empowered Engaged

5. Am I eligible to enrol in this course?

Refer to the [UniSC Glossary of terms](#) for definitions of "pre-requisites, co-requisites and anti-requisites".

5.1. Pre-requisites

> Not applicable

5.2. Co-requisites

> Not applicable

5.3. Anti-requisites

> Not applicable

5.4. Specific assumed prior knowledge and skills (where applicable)

> Not applicable

6. How am I going to be assessed?

6.1. Grading Scale

Standard Grading (GRD)

High Distinction (HD), Distinction (DN), Credit (CR), Pass (PS), Fail (FL).

6.2. Details of early feedback on progress

In the early topics of the course, formative online quizzes will be available for students to test their knowledge and understanding of the topics covered.

6.3. Assessment tasks

DELIVERY MODE	TASK NO.	ASSESSMENT PRODUCT	INDIVIDUAL OR GROUP	WEIGHTING %	WHAT IS THE DURATION / LENGTH?	WHEN SHOULD I SUBMIT?	WHERE SHOULD I SUBMIT IT?
All	1	Written Piece	Individual	30%	2000 words	Week 5	Online Assignment Submission with plagiarism check
All	2	Activity Participation	Individual	30%	2000 words	Throughout teaching period (refer to Format)	Online Assignment Submission with plagiarism check and in class
All	3	Oral and Written Piece	Individual and Group	40%	1000 words and 10 minutes per person	Exam Period	Online Assignment Submission with plagiarism check

All - Assessment Task 1: Leadership Thought Piece

GOAL:	This task encourages you to explore your own perspectives on a chosen topic while engaging critically with information and ideas. You will demonstrate authorship, reflection, and analytical thinking by evaluating the authority, purpose, accountability, and accuracy of the content you engage with.
PRODUCT:	Written Piece
FORMAT:	1. Draft: Create an initial response to a topic. 2. Review: Critically evaluate the work for credibility, purpose, accountability, and accuracy. 3. Revise: Produce a final version, incorporating critical reasoning and voice. 4. Reflect: Briefly consider what you learned about your thinking, writing, and decision-making.

CRITERIA:	No.		Learning Outcome assessed
	1	Demonstrate critical thinking to develop and evaluate appropriate solutions to leadership problems	2
	2	Identification and critical analysis of pertinent issues in leadership strategy and practice.	1
	3	Accuracy, presentation and quality of written work (including argument development and flow, structure, English expression, discipline-based vocabulary, grammar, spelling, and punctuation)	3

GENERIC SKILLS:	Communication, Problem solving, Information literacy

All - Assessment Task 2: Contribution to Workshops

GOAL:	This assessment enables participants to apply leadership theories and frameworks to real-world human resource management (HRM) challenges. It develops the ability to think critically and creatively, communicate effectively, and engage collaboratively within a professional HRM context.
PRODUCT:	Activity Participation
FORMAT:	Engage actively in workshop discussions on relevant topics. Expectations: - Pre-workshop: Submit brief (approx. 250 words) contributions before each session. - Participation: Contribute thoughtfully in discussions and collaborate with others. - Final submission: Compile your contributions with a short reflection on your learning.

CRITERIA:	No.		Learning Outcome assessed
	1	Contribution to Discussion	① ② ③
	2	Use of appropriate verbal, non-verbal (posture, gesture, eye contact, vocal expressiveness)	③
	3	Identification and critical analysis of pertinent issues in leadership strategy and practice	①

GENERIC SKILLS:	Communication, Collaboration, Problem solving, Information literacy

All - Assessment Task 3: Leadership Conversation

GOAL:	Through a conversation in the context of an assigned case study, demonstrate your leadership knowledge.
PRODUCT:	Oral and Written Piece
FORMAT:	As a team, prepare for a conversation analysing a leadership problem within the context of a case study. Participate in the conversation at the time specified. Individually, submit a summary of speaking points. Individually, submit a learning reflection using the template provided.

CRITERIA:	No.		Learning Outcome assessed
	1	Identification and critical analysis of pertinent issues in leadership strategy and practice.	①
	2	Demonstrate critical thinking to develop and evaluate appropriate solutions to leadership problems.	②
	3	Use of appropriate verbal and non-verbal communication (posture, gesture, eye contact, and vocal expressiveness)	③
	4	Knowledge and application of effective group processes	④

GENERIC SKILLS:	Communication, Collaboration, Organisation, Information literacy

7. Directed study hours

A 12-unit course will have total of 150 learning hours which will include directed study hours (including online if required), self-directed learning and completion of assessable tasks. Student workload is calculated at 12.5 learning hours per one unit.

8. What resources do I need to undertake this course?

Please note: Course information, including specific information of recommended readings, learning activities, resources, weekly readings, etc. are available on the course Canvas site– Please log in as soon as possible.

8.1. Prescribed text(s) or course reader

> There are no required/recommended resources for this course.

8.2. Specific requirements

N/A

9. How are risks managed in this course?

Health and safety risks for this course have been assessed as low. It is your responsibility to review course material, search online, discuss with lecturers and peers and understand the health and safety risks associated with your specific course of study and to familiarise yourself with the University's general health and safety principles by reviewing the online induction training for students, and following the instructions of the University staff.

10. What administrative information is relevant to this course?

10.1. Assessment: Academic Integrity

Academic integrity is the ethical standard of university participation. It ensures that students graduate as a result of proving they are competent in their discipline. This is integral in maintaining the value of academic qualifications. Each industry has expectations and standards of the skills and knowledge within that discipline and these are reflected in assessment.

Academic integrity means that you do not engage in any activity that is considered to be academic fraud; including plagiarism, collusion or outsourcing any part of any assessment item to any other person. You are expected to be honest and ethical by completing all work yourself and indicating in your work which ideas and information were developed by you and which were taken from others. You cannot provide your assessment work to others. You are also expected to provide evidence of wide and critical reading, usually by using appropriate academic references.

In order to minimise incidents of academic fraud, this course may require that some of its assessment tasks, when submitted to Canvas, are electronically checked through Turnitin. This software allows for text comparisons to be made between your submitted assessment item and all other work to which Turnitin has access.

10.2. Assessment: Additional Requirements

Eligibility for Supplementary Assessment

Your eligibility for supplementary assessment in a course is dependent of the following conditions applying:
(a) The final mark is in the percentage range 47% to 49.4%; and
(b) The course is graded using the Standard Grading scale

10.3. Assessment: Submission penalties

Late submissions may be penalised up to and including the following maximum percentage of the assessment task's identified value, with weekdays and weekends included in the calculation of days late:
(a) One day: deduct 5%;
(b) Two days: deduct 10%;
(c) Three days: deduct 20%;
(d) Four days: deduct 40%;
(e) Five days: deduct 60%;
(f) Six days: deduct 80%;
(g) Seven days: A result of zero is awarded for the assessment task.

The following penalties will apply for a late submission for an online examination:
Less than 15 minutes: No penalty
From 15 minutes to 30 minutes: 20% penalty
More than 30 minutes: 100% penalty

10.4. SafeUniSC

UniSC is committed to a culture of respect and providing a safe and supportive environment for all members of our community. For immediate assistance on campus contact SafeUniSC by phone: 07 5430 1168 or using the SafeZone app. For general enquires contact the SafeUniSC team by phone 07 5456 3864 or email safe@usc.edu.au.

The SafeUniSC Specialist Service is a Student Wellbeing service that provides free and confidential support to students who may have experienced or observed behaviour that could cause fear, offence or trauma. To contact the service call 07 5430 1226 or email studentwellbeing@usc.edu.au.

10.5. Study help

For help with course-specific advice, for example what information to include in your assessment, you should first contact your tutor, then your course coordinator, if needed.

If you require additional assistance, the Learning Advisers are trained professionals who are ready to help you develop a wide range of academic skills. Visit the Learning Advisers web page for more information, or contact Student Central for further assistance: +61 7 5430 2890 or studentcentral@usc.edu.au.

10.6. Wellbeing Services

Student Wellbeing provide free and confidential counselling on a wide range of personal, academic, social and psychological matters, to foster positive mental health and wellbeing for your academic success.

To book a confidential appointment go to Student Hub, email studentwellbeing@usc.edu.au or call 07 5430 1226.

10.7. AccessAbility Services

Ability Advisers ensure equal access to all aspects of university life. If your studies are affected by a disability, learning disorder mental health issue, injury or illness, or you are a primary carer for someone with a disability or who is considered frail and aged, AccessAbility Services can provide access to appropriate reasonable adjustments and practical advice about the support and facilities available to you throughout the University.

To book a confidential appointment go to Student Hub, email AccessAbility@usc.edu.au or call 07 5430 2890.

10.8. Links to relevant University policy and procedures

For more information on Academic Learning & Teaching categories including:

- Assessment: Courses and Coursework Programs
- Review of Assessment and Final Grades
- Supplementary Assessment
- Central Examinations
- Deferred Examinations
- Student Conduct
- Students with a Disability

For more information, visit https://www.usc.edu.au/explore/policies-and-procedures#academic-learning-and-teaching

10.9. Student Charter

UniSC is committed to excellence in teaching, research and engagement in an environment that is inclusive, inspiring, safe and respectful. The Student Charter sets out what students can expect from the University, and what in turn is expected of students, to achieve these outcomes.

10.10. General Enquiries

In person:
- **UniSC Sunshine Coast** - Student Central, Ground Floor, Building C, 90 Sippy Downs Drive, Sippy Downs
- **UniSC Moreton Bay** - Service Centre, Ground Floor, Foundation Building, Gympie Road, Petrie
- **UniSC SouthBank** - Student Central, Building A4 (SW1), 52 Merivale Street, South Brisbane
- **UniSC Gympie** - Student Central, 71 Cartwright Road, Gympie
- **UniSC Fraser Coast** - Student Central, Student Central, Building A, 161 Old Maryborough Rd, Hervey Bay
- **UniSC Caboolture** - Student Central, Level 1 Building J, Cnr Manley and Tallon Street, Caboolture

Tel: +61 7 5430 2890
Email: studentcentral@usc.edu.au