**MOD 3: LEADING AND DEVELOPING PEOPLE**

**Develop a critical understanding of the strategic concept of human resource development and how it can enhance learning, skills, personal developing, and performance within the organisation. (**[**OPM230**](https://www.london.ac.uk/courses/leading-and-developing-people)**)**

1. **Topics Covered**
2. Introduction
3. HRD and motivation
4. Leadership and followers
5. Flexible working and change management
6. Aims and objectives of HR and HRD functions
7. Professionalism and corporate social responsibility
8. HRD contemporary trends and practices
9. **Learning Outcomes**

* Critically review major research studies on contemporary developments in the HRM and HRD fields published in the UK and overseas.
* Evaluate major theories relating to motivation, commitment, engagements at work, and how these are put into practice by organisations.
* Debate and critically evaluate the characteristics of effective leadership and the methods used to develop leaders in organisations taking into consideration HRDs role in the interaction between power, culture, knowledge, and HR/HRD development.
* Contribute to the promotion of flexible working and effective change management in organisations.
* Critically discuss the aims and objectives of the HRM and HRD functions in organisations and how these are met in practice.
* Promote professionalism and an ethical approach to HRM and HRD practice in organisations.
* Explore future HRD trends and practices and their links to organisational strategic plans.

1. **Assessment**

One two-hour unseen written examination.

1. **Essential Reading**

REES, G. and FRENCH, R. et al. (2010). *Leading, managing, and developing people*. 5th edn. London: Kogan Page. (Republished 2016).

TORRINGTON, D., HALL, L. and TAYLOR, S. (2008). *Fundamentals of human resource management: managing people at work*. Harlow: Financial Times / Prentice Hall.