



DEPARTMENT OF SOCIOLOGY AND WORK SCIENCE

PV2102 Sustainable leadership, 15 credits

Hållbart ledarskap, 15 högskolepoäng

Second Cycle

Confirmation

This course syllabus was confirmed by Department of Sociology and Work Science on 2015-06-10 and was last revised on 2020-05-13 to be valid from 2020-08-31, autumn semester of 2020.

Field of education: Social Sciences 100%

Department: Department of Sociology and Work Science

Position in the educational system

The course is a elective programme course given within the Master Programme in Strategic Human Resource Management within the Faculty of Social Sciences. It may also be given as a freestanding course.

The course can be part of the following programme: 1) Master's Programme in Strategic Human Resource Management and Labour Relations (S2HRM)

Main field of studies

Strategic Human Resource Management and Labour Relations

Specialization

A1N, Second cycle, has only first-cycle course/s as entry requirements

Entry requirements

To be eligible for the course, the student must be accepted to the Master Programme in Strategic Human Resource Management and Labour Relations within the Faculty of Social Sciences, alternatively a bachelor's degree in a social science field.

Learning outcomes

On successful completion of the course the student will be able to:

Knowledge and understanding

1. Account for the role of strategy and leadership in various forms of organisations from a practice perspective.
2. Describe, explain and critically discuss the different theories and models related to business ethics and sustainability and its basic assumptions and consequences.

Competence and skills

3. Discuss, analyse and apply relevant theoretical perspectives on cases of strategy and leadership.
4. Analyze problems regarding business ethics and sustainability by using course literature and apply it to practical situations.
5. Communicate and present written seminar papers and be able to argue for the chosen standpoint.

Judgement and approach

6. Discuss, analyse and evaluate strategy and leadership practices, orally and in writing.
7. Demonstrate an understanding of how theories and models related to business ethics and sustainability can be used to contribute to sustainable economic, ecologic and social development.

Course content

Sustainability is an increasingly important concern for managers. This advanced course in Sustainable leadership aims at providing an in depth understanding of The relationship between strategy, leadership, business ethics and sustainability. The course is based on empirical research on how strategy and leadership takes place in practice. In other words, strategy is not something that an organisation has and leader is not something you are, but rather something actors in organisations do.

The course thus treats leadership on the individual, the organizational and the societal level. The themes include globalization, corporate social responsibility, environmental management and ethics among other related issues.

The purpose of the course is to be able to understand the “doing” of sustainable leadership in relation to various challenges and strategic problems, not only in terms of environmental sustainability, but also in terms of social and economic values and norms.

The ambition of the course is to prepare students to critically analyse, discuss and evaluate the practices of strategic work and leadership in organisations through reading academic literature and working with cases and real life examples.

Within this course, the participants are given the possibility to develop their theoretical understanding in relation to the central themes of the course. There will be a mixture of lectures and seminars providing opportunity for reflection and discussion on the main themes related to the course. The participants will present seminar papers in oral and written form using practical examples. The course is organized in two sub-courses: Strategy and Leadership Practices (7,5 hp) and Business Ethics and Sustainability (7,5 hp)

Sub-courses

1. **Strategy and Leadership Practices** (*Strategi och ledarskapspraktiker*), 7.5 credits
Grading scale: Pass with Distinction (VG), Pass (G) and Fail (U)
2. **Business Ethics and Sustainability** (*Företagsetik och hållbarhet*), 7.5 credits
Grading scale: Pass with Distinction (VG), Pass (G) and Fail (U)

Form of teaching

Attendance to seminars and oral presentation of group papers is mandatory. If the student fails to attend any of the seminars, the student will be provided with an alternative assignment. Individual assignments and exams should be written individually. Cooperation in formulating text is not allowed.

Language of instruction: English

All lectures, seminars, exercises and tests will be in English.

Assessment

Forms of teaching used in this course include: group paper presentations, written papers, written examinations, mini-lecture, literature seminars and seminars with compulsory attendance.

Learning outcome 1 will be achieved by studying literature, training in group-work and discussing this in seminars. It will be examined through written examination.

Learning outcome 2 will be assessed through an individual written exam.

Learning outcome 3 will be achieved through group exercises, role-play sessions, and seminar discussions. It will be examined through group papers and a written examination.

Learning outcome 4 will be assessed through the written group papers and individual written exam.

Learning outcome 5 will be achieved by an individual learning contract, group work, seminar discussions and it will be examined through an individual term paper.

Learning outcome 6 will be assessed through participation in the seminars and through the oral presentation of group papers.

Learning outcome 7 will be assessed through a seminar.

If a student, who has failed the same examined component twice, wishes to change examiner before the next examination, a written application shall be sent to the department responsible for the course and shall be granted unless there are special reasons to the contrary (Chapter 6, Section 22 of Higher Education Ordinance).

In cases where a course has been discontinued or has undergone major changes, the student shall normally be guaranteed at least three examination occasions (including the ordinary examination) during a period of at least one year from the last time the course was given.

Grades

The grading scale comprises: Pass with Distinction (VG), Pass (G) and Fail (U).

To obtain Pass for the whole course, the student must have at least Pass in all individual tests and papers written in teams. To obtain Pass with Distinction requires at least Pass with Distinction for the individual written examinations, as well as at least Pass for all other examinations.

Course evaluation

It is the department responsible for the course that is to provide evaluations and to have the results processed. The results of the course evaluations are to be made accessible to students. Processed results should be made available no later than eight weeks from the end of course. The results of and possible changes to the course will be shared with students who participated in the evaluation and students who are starting the course.