##### Textbook is named Leadership by Perter Northhouse 2018

##### Task

Develop a report on your leadership reflections in this subject, including a self-analysis and a leadership development plan.

##### Learning Outcomes

* Demonstrate advanced understanding of leadership theories, concepts and practice, including both traditional and contemporary forms of leadership (LO#1).
* Critically evaluate various modes of leadership with consideration of ethical and socially responsible practice (LO#2).
* Effectively communicate and apply relevant leadership practices to address the various needs of stakeholders (LO#3).
* Develop a critically reflective leadership model for your own development (LO#4).

##### Notes

The purpose of this assessment is to conduct an analysis of learning in the subject in the construction of a Leadership Development Plan. There are two parts to this assessment. Part A requires you to outline and discuss self-awareness insights about yourself as a leader that you have gained over the duration of the course. Part B builds on your self-analysis and should be viewed as a blueprint that assists you to advance your own self-development throughout your MBA and beyond.

###### **Part A: Self-Analysis**

(1,500 words inclusive of an introduction and conclusion).

You are required to reflect upon your learning over the course of the subject to conduct an analysis of your leadership, traits, skills and behaviours and provide a critique of what type of leader you believe you are and how this relates to contemporary approaches to leadership. You need to consider the leadership strengths and weaknesses insights that have been provided when completing relevant self-assessment questionnaires in the textbook. It is expected that your discussion will go beyond what was discussed in Assessment 1 and include discussion of other reflective activities that you have completed over the course of the subject (refer back to the activities in the weekly modules). You may also choose to use specific life and workplace events or examples that have shaped your leadership style as a basis for analysis and reflection.

The emphasis must be on the *analysis* rather than on just describing the situation. It is critical that you show the thinking process (reflection) that led to your self-awareness insights. Linkages to course materials, theories, models and literature must be clear and extensive, and sources must be referenced using the [AIB Style Guide](https://learning.aib.edu.au/mod/resource/view.php?id=87756).

To aid your self-analysis, it is recommended that you keep a reflective journal. You can use any means to record your reflective responses and comments to the readings and activities. For example, you can use a hard copy notebook or a Word document or OneNote - whichever option that you feel most comfortable using.

It is important that you start early with writing down your reflective responses and comments as you progress through the tasks. You may include excerpts of the journal in your response to demonstrate your self-analysis. Excerpts should be restricted to brief extracts and will not contribute to the overall word count.

###### **Part B: Leadership Development Plan**

(1,500 words)

Building upon the insights about your leadership strengths and weaknesses identified in Part A, you are to develop a leadership plan that considers your career development, including your future leadership visions and aspirations. The Leadership Development Plan should be an action plan that considers the reality of your work and social life, as well as, personal predispositions and leadership style. These aspects are likely to support and/or obstruct your attempts and you will need to show understanding of these influences in how you will approach your leadership development plan.

Your Leadership Development Plan should include:

* My vision [*why*].
  + What personal vision guides my life that I can leverage to provide the direction to chart a course and make choices?
* Personal leadership goal(s) [*what*].
  + What can I do, better or differently, that would improve my leadership competencies to deliver the greatest value to my organisation’s strategic directions?
* Detailed action plan [*how*].
  + This section should breakdown the personal leadership goal(s) into actions you will take to achieve your goal(s). We recommend the following approach (1) state the desired behaviour, (2) articulate the strategy, (3) acknowledge any potential barrier(s) and possible resolution(s), (4) identify your own strengths that you can leverage to achieve your goal(s).
* Accountability.
  + When will I take the actions to achieve my goal(s)?
  + How will I evaluate my progress?
  + How will I draw on the feedback of my peers?
* Acknowledgement.
  + How will I measure whether I’ve achieved my goal(s)?
  + What might be the personal impact of meeting my goal(s)?

To attract a high grade, the assessment needs to be well written and researched, analytical, critical of theories and concepts (where appropriate) and demonstrate linkages between leadership theories and models and its application to the real-world.

##### Procedures

1. **For Part A**: Identify relevant self-assessment questionnaires that you have conducted over the course of the subject and evaluate which of these gives you a realistic picture of your approach to leadership. Utilise at least the three leadership questionnaires that you completed for Assessment 1.
2. Drawing from the results of the self-assessment questionnaires, compose a 1,500-word (inclusive of an introduction and conclusion) self-analysis of your leadership approach, considering both your strengths and weaknesses. As well as any insights, you have gained over the duration of the subject.
3. **For Part B:** Based on your self-analysis from Part A, construct a 1,500-word Leadership Development Plan. A template is provided to assist you in structuring part B.
4. After drafting your response to Part A and Part B, check it against the assessment marking criteria for this task ([Assessment 3 rubric](https://learning.aib.edu.au/mod/resource/view.php?id=86303)). Make sure it is free of errors and submit it for marking by the due date.

##### Requirements

* The required word length for this assessment is **3,000** words (plus or minus 10%).
* A report format is required for this assessment.
* Follow the AIB preferred Microsoft word settings.
* Acknowledge the sources of facts appropriately. You must reference the prescribed textbook **PLUS** a minimum of **six** (6) references from credible sources. Adopt the author-date style of referencing – see [AIB Style Guide](https://learning.aib.edu.au/mod/resource/view.php?id=78595&redirect=1).
* All references must be from credible sources such as books, industry related journals, magazines, company documents and recent academic articles.
* Your grade will be adversely affected if your assessment contains no/poor citations and/or reference list and if your assessment word length is beyond the allowed tolerance level (see Assessment Policy available on AIB website.
* Utilise the suggested structure, for part B as outlined in this '[Leadership development plan template](https://learning.aib.edu.au/mod/resource/view.php?id=86305)' as described below: ---THIS IS LINKED BELOW ABOVE THE RUBRIC   
  Note: **Table of Contents and Executive Summary are not required for Assessment 3**.
  + Cover Page
  + No Table of Contents
  + No Executive Summary
  + On a separate page: Part A: Self- Analysis. Headings are acceptable.
  + On a separate page. Part B - Leadership Development Plan. Headings are acceptable.
  + On a separate page: Reference List (a minimum of **six** (6) references **PLUS** the prescribed textbook). Not included in the word limit.

##### Grading criteria and feedback

Your assessment will be marked according to the following grading criteria:

* **Criterion 1**: Depth and quality of leadership style and leadership skill reflections (20%).
* **Criterion 2**: Outline of Leadership Development Plan (30%).
* **Criterion 3**: Demonstrated ability to apply relevant theories and concepts (20%).
* **Criterion 4**: Citing and referencing including paraphrasing (10%).
* **Criterion 5**: References (10%).
* **Criterion 6**: Structure, presentation, communication style and language (10%).

THIS IS THE LEADERSHIP DEVLOPMENTPLAN TEMPLATE

**Leadership [8001LEAD]**

**AQF8**

[…insert student name…]

[…insert student number…]

**Leadership Development Plan**

Word count: […insert word count…]

**PART A: Self-Analysis**

**Introduction**

[…type paragraphs here…]

**Self-analysis**

[…type paragraphs here…]

**Conclusion**

[… type paragraphs here…]

**PART B: Leadership Development Plan**

|  |  |
| --- | --- |
| **My vision [*why*]** | |
| *What personal vision guides my life that I can leverage to provide the direction to chart a course and make choices?*    […] | |
| **Personal leadership goal [*what*]** | |
| *What can I do, better or differently, that would improve my leadership competencies to deliver the greatest value to my organisation’s strategic directions?*    […] | |
| **Detailed action plan [*how*]** | |
| State the desired behaviour / trait / competency | Articulate the strategy |
| […] | […] |
| […] | […] |
| […] | […] |
| […] | […] |
| […] | […] |
| Potential barriers | Possible resolution |
| […] | […] |
| […] | […] |
| […] | […] |
| State your strength | How will this strength help me accomplish this goal? |
| […] | […] |
| […] | […] |
| […] | […] |
| **Accountability** | |
| *When will I take the actions to achieve my goal?*  *How will I evaluate my progress?*  *How will I draw on the feedback of my peers?*    […] | |
| **Acknowledgement** | |
| *How will I measure whether I’ve achieved my goal?*  *What might be the personal impact of meeting my goal?*    […] | |

**References**

[… type references here, in alphabetical order…]

