

# CH955-10 Decision-Making and Leadership

**24/25**

**Department**

Chemistry

**Level**

Taught Postgraduate Level

**Module leader**

Nikola Chmel

**Credit value**

10

**Module duration**

5 weeks

**Assessment**

100% coursework

**Study locations**

University of Warwick main campus, Coventry Primary

Student's primary study location depending on their PhD project

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## Description

### Introductory description

This 3rd year module is based around a 2-day course, that introduces a variety of decision making principles and their relationship to leadership. The focus on the methodology and terminology of decision making is intended to enable you to better function successfully at all levels in an organisation and provide tools to develop your own leadership styles and skills.

The module has a specific application focus on planning for your final months as a PhD student and what you will do after your PhD, including CVs, career-types etc.

[Module web page](#)

### Module aims

To enable you to better function successfully at all levels in an organisation and provide tools to develop your own leadership styles and skills.

To highlight different decision making methodologies.

To help you in planning and achieving your career goals.

## Outline syllabus

This is an indicative module outline only to give an indication of the sort of topics that may be covered. Actual sessions held may differ.

This module focuses on decision-making and leadership both in the context of research and onwards career planning. The two-day intensive programme aims to raise awareness of decision-making methodologies, many of which are already implicitly practised and encourages participants to apply analytical techniques to their own experiences. This module also introduces leadership terminology and in follow-up activities encourages participants to think about their own personal leadership capabilities and their development. Career planning, including CVs, preparation for job interviews and assessment centres provide the real life contextual framework which concludes the course.

Decision-making.

Functions of decision-making; implicitness of choice and action; freedom of choice; types of decision; analytical, irrational and chance factors in decision-making.

Consideration of possible outcomes in reaching desired goals. Factors driving the making (and avoiding) of decisions. The role of risk in decision-making: SWOT analysis.

Building exercise to experience group decision-making: pros and cons of group decision-making; effects of personal dynamics. Aids to decision-making.

Generation of decision-making log for decisions made by student and by others: analysis of factors considered in making decisions and their success or otherwise.

Influencing the outcomes of group decision-making – Leadership.

Spheres of influence; influencing others. Motives; types of behaviour, successful and otherwise; consequences and characteristics of behaviour.

Different styles of leadership: determination of own leadership style.

Inter-relationship of decision-making process and leadership: leadership during decision-making; leadership to implement decisions.

Keeping of leadership log, to include examples and analysis of leadership in the student's research environment and elsewhere.

Careers.

CV writing and personal "branding". Preparation for interview and assessment centres.

## Learning outcomes

By the end of the module, students should be able to:

- Discuss various decision-making methodologies and use them in the analysis of individual and group decisions.
- Apply methodologies, such as SWOT in strategic decision making and in career planning context.
- Discuss factors influencing decision-making processes for an individual and for a group.

- Identify and discuss own leadership preferences/styles
- Have increased awareness of recruitment processes.
- Apply decision making and leadership methodologies to career related activities, such as interviews and assessments centres.

## Interdisciplinary

Communicating across disciplines with module participants from different SEM departments

## Subject specific skills

n/a

## Transferable skills

Understanding of different decision-making methodologies, including SWAT and their use in planning and analysis of own decisions.

Ability to identify and discuss own and others leadership preferences/styles

CV writing and personal "branding".

Preparation for job interviews and assessment centres.

## Study

### Study time

Type	Required
Seminars	2 sessions of 7 hours (14%)
Private study	66 hours (66%)
Assessment	20 hours (20%)
Total	100 hours

### Private study description

Independent learning and preparation of CV.

### Costs

No further costs have been identified for this module.

## Assessment

You must pass all assessment components to pass the module.

### Assessment group A3

	<b>Weighting</b>	<b>Study time</b>	<b>Eligible for self-certification</b>
<b>Assessment component</b>			
Module Handbook Portfolio	100%	20 hours	Yes (extension)
Completion of all activities within the module handbook, including contribution to the course, decision-making log and a leadership log.			

Reassessment component is the same

### Feedback on assessment

Oral feedback on course tasks will be provided during the course.

Feedback on the portfolio from supervisor and the final marker will be provided via SkillsForge

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## Availability

### Courses

This module is Optional for:

- Year 1 of TCHA-F1PC Postgraduate Certificate in Transferable Skills in Science

This module is Option list A for:

- Year 1 of TCHA-F1PD The Warwick Postgraduate Award in Transferable Skills in Science

This module is Option list B for:

- Year 1 of TCHA-F1PD The Warwick Postgraduate Award in Transferable Skills in Science