

Course Outline

CMI 702 – Leading and Developing People to Optimise Performance

Module Overview

This module focuses on the strategic leadership practices required to develop people and enhance performance within complex organizations. Learners explore the relationship between leadership behaviour, motivation, engagement, and organizational outcomes. It provides the knowledge and skills needed to lead, develop, and inspire individuals and teams to achieve strategic goals.

Learning Outcomes

By the end of this module, learners will be able to:

1. Evaluate the impact of leadership styles on individual and team performance.
2. Develop and implement effective people development strategies aligned with organizational objectives.
3. Analyse methods for identifying skill gaps and enhancing team capability.
4. Apply coaching and mentoring techniques to improve employee engagement and productivity.
5. Assess the role of ethics, inclusion, and emotional intelligence in performance management.

Key Topics Covered

- Strategic approaches to people management
- Leadership theories and behavioural models
- Performance management systems and KPIs
- Employee motivation and engagement strategies
- Coaching and mentoring for performance
- Talent development and succession planning
- Ethical and inclusive leadership practices

Assessment Method

- Written assignments based on real-world case studies
- Reflective reports evaluating leadership development approaches
- Application of strategic leadership frameworks to organizational challenges