Module Description:

Entering the ever-changing global workplace is a life transition challenge for fresh graduates. Employers look for graduates who not only possess relevant technical skills, but also demonstrate competencies such as personal leadership, initiative, creativity and effective interpersonal communications – competencies to survive the transition from school to the disruptive global workplace. Employers believe fresh graduates with such competencies will be able to cope with their job demands and manage interpersonal challenges with co-workers, superiors and work in a positive manner.

According to a survey released by PayScale reported by CNBC in May 2017, nearly 90 percent of all recent college graduates considered themselves well prepared for their jobs. Unfortunately only half of hiring managers felt the same way.

More than half of all companies (60 percent) surveyed highlighted that new graduates lacked critical thinking skills and attention to detail (56 percent), while 44 percent found fault with their writing proficiency, and 39 percent were critical of their public speaking ability. (Berr, J., 2016, Employers: New college grads aren’t ready for workplace. CBS News).

So what are the critical success factors for sustaining high performance in the ever-evolving global workplace?

This module provides participants with an understanding of the following:
- What criteria do companies use to identify and assess talent
- How do companies develop talent, leadership and succession planning
- How do individuals sustain high performance in the ever-evolving global workplace

Learning Outcomes:

The module aims to do the following:
1) Provide an understanding of the role of talent management, performance management, succession planning and leadership development systems in organizations.
2) Identify high performance competencies in the disruptive global workplace.
3) Develop high performance and lifelong learning strategies to excel in the competitive global workplace.

Modes of Teaching and Learning:

Lectures, e-learning, group discussions, group project presentations, speakers, individual assignment.
Syllabus:

Role of Talent Management, Performance Management, Succession Planning and Leadership Development in Business Context

- Strategic importance of Talent Management, Performance Management, Succession Planning and Leadership Development
- Understanding the design and desired outcomes

Identify high performance competencies in the disruptive global workplace

- Career Adaptability and Learning Agility
- Personal Initiative
- Influence and Political Skills
- Virtual Communication Across Cultures
- Strategic Networking and Personal Branding
- Creative Thinking and Critical Thinking

Develop high performance strategies in work life

- Role of mentoring and coaching
- Lifelong learning

Readings:

(a) Compulsory/recommended reading (as applicable):

Week 1


Week 2


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**Week 9**


**Week 10**


**Week 11**


(b) Supplementary reading (if applicable):

Nil.

**Assessment (%):**

- Group Project Presentation: 40%
- Class, Participation, Attendance and Punctuality: 20%
- Individual Reflection Journals: 40%

**Pre-requisite(s):**

MNO1706 Organizational Behaviour / MNO1001 Management and Organisation

**Preclusion(s):**
ACADEMIC HONESTY & PLAGIARISM

Academic integrity and honesty is essential for the pursuit and acquisition of knowledge. The University and School expect every student to uphold academic integrity & honesty at all times. Academic dishonesty is any misrepresentation with the intent to deceive, or failure to acknowledge the source, or falsification of information, or inaccuracy of statements, or cheating at examinations/tests, or inappropriate use of resources.

Plagiarism is ‘the practice of taking someone else's work or ideas and passing them off as one's own' (The New Oxford Dictionary of English). The University and School will not condone plagiarism. Students should adopt this rule - You have the obligation to make clear to the assessor which is your own work, and which is the work of others. Otherwise, your assessor is entitled to assume that everything being presented for assessment is being presented as entirely your own work. This is a minimum standard. In case of any doubts, you should consult your instructor.

Additional guidance is available at: http://www.nus.edu.sg/registrar/adminpolicy/acceptance.html#NUSCodeofStudentConduct

Online Module on Plagiarism: http://emodule.nus.edu.sg/ac/