

FB8059I: LEADERSHIP AND SUSTAINABILITY

Effective Term

Semester A 2025/26

Part I Course Overview

Course Title

Leadership and Sustainability

Subject Code

FB - College of Business (FB)

Course Number

8059I

Academic Unit

College of Business (CB)

College/School

College of Business (CB)

Course Duration

One Semester

Credit Units

3

Level

D8 - Professional Doctorate

Medium of Instruction

Chinese (Putonghua)

Medium of Assessment

Chinese

Prerequisites

Nil

Precursors

Nil

Equivalent Courses

Nil

Exclusive Courses

Nil

Part II Course Details

Abstract

This course offers an interdisciplinary approach to understanding the complex interplay between business and sustainability. Through a blend of academic analysis, practical applications, peer learning, and personal reflection, students

will develop the following competencies: gain a broad and in-depth understanding of the social, environmental, ethical, and economic challenges and opportunities facing the business sector today; cultivate the ambition and foresight necessary to lead initiatives that drive meaningful systems change in organizations and communities; enrich the knowledge and experience to critically assess various strategic levers for sustainable change, enabling informed decision-making; and build the confidence and capacity to implement transformative strategies at both personal and organizational levels, fostering a culture of sustainability and innovation.

Course Intended Learning Outcomes (CILOs)

CILOs		Weighting (if app.)	DEC-A1	DEC-A2	DEC-A3
1	Describe the historical and mainstream perspectives of leadership and leadership for sustainability.	20%	x	x	
2	Describe the changing global context, including the social, environmental, ethical and economic challenges and opportunities facing the world, the case for a radical shift, and the role of business	20%	x	x	
3	Describe the importance of stakeholder engagement for effective leadership for sustainability.	20%		x	x
4	Formulate and evaluate courses of action to address complex leadership issues from a sustainability perspective.	20%		x	x
5	Design, lead, and implement an enterprise-wide sustainability initiative.	20%	x	x	x

A1: Attitude

Develop an attitude of discovery/innovation/creativity, as demonstrated by students possessing a strong sense of curiosity, asking questions actively, challenging assumptions or engaging in inquiry together with teachers.

A2: Ability

Develop the ability/skill needed to discover/innovate/create, as demonstrated by students possessing critical thinking skills to assess ideas, acquiring research skills, synthesizing knowledge across disciplines or applying academic knowledge to real-life problems.

A3: Accomplishments

Demonstrate accomplishment of discovery/innovation/creativity through producing /constructing creative works/new artefacts, effective solutions to real-life problems or new processes.

Learning and Teaching Activities (LTAs)

LTAs	Brief Description	CILO No.	Hours/week (if applicable)
1	Lectures	Students will identify and interpret the related concepts and issues in leadership.	1, 2, 3

2	Case study	Students will have to illustrate the latest leadership cases, and help participants grasp and strengthen major leadership concepts and frameworks by discussion.	1, 2, 3, 4	
3	Discussion and presentation	Students will apply knowledge learned from the lectures to analyse assigned topics, discuss and present original ideas and findings on the specific topics.	1, 2, 3, 4, 5	
4	Individual research project	Students will be given individual assignment as an opportunity to discover and understand real-life leadership issues. Students are requested to create new ideas in their report, and at the same time deploy the knowledge that they have previously learnt.	1, 2, 3, 4, 5	

Assessment Tasks / Activities (ATs)

ATs		CILO No.	Weighting (%)	Remarks ("- for nil entry)	Allow Use of GenAI?
1	Short peer lectures	1, 2, 3	10	The use of generative AI tools is recommended. However, copyright compliance must be carefully considered to avoid legal risks.	Yes
2	Case presentations and discussion	1, 2, 3, 4	20	The use of generative AI tools is recommended. However, copyright compliance must be carefully considered to avoid legal risks.	Yes

3	Group project discussion and presentation	1, 2, 3, 4, 5	20	The use of generative AI tools is recommended. However, copyright compliance must be carefully considered to avoid legal risks.	Yes
4	Individual assignment	1, 2, 3, 4, 5	50	The use of generative AI tools is recommended. However, copyright compliance must be carefully considered to avoid legal risks.	Yes

Continuous Assessment (%)

100

Assessment Rubrics (AR)**Assessment Task**

Short Peer Lectures (10%)

Excellent

(A+, A, A-) Strong evidence of analysing leadership concepts and applying the concepts to organizational changes. Able to suggest new ways of resolving the issues at stake, provide a substantial analysis of the new ways, and provide new solutions to the issues.

Good

(B+, B, B-) Evidence of analysing leadership challenges and leadership attributes as well as applying the concepts to institutional and general environmental issues. Able to suggest new ways of resolving the issues at stake and provide a preliminary analysis of the new ways.

Fair

(C+, C, C-) Some evidence of analysing leadership concepts and applying the concepts to organizational changes issues. Able to suggest new ways of resolving the issues at stake.

Marginal

(D) Sufficient familiarity with the subject.

Failure

(F) Little evidence of familiarity with the subject.

Assessment Task

Case Presentations and Discussion (20%)

Excellent

(A+, A, A-) Interesting and creative account of key issues and its relevance to real-life situations, excellent grasp of leadership theories/concepts and what questions need to be asked. As in Good but stating a point of view in own voice and with originality. Conclusion leads to a novel conclusion, thoroughly grounded in the arguments and generating new issues. Excellent presentation skills including outstanding eye-contact with audience, verbal delivery, visual aids and time management.

Good

(B+, B, B-) A well-rounded account of the key issues and its relevance to real-life situations, good grasp of leadership theories/ concepts and what questions need to be asked. Most/all relevant points drawn from prevalent models or conceptual frameworks, arguments balanced, creative, well-structured and convincing, leading to a well-reasoned conclusion. Effective presentation skills including good eye contact with audience, verbal delivery, visual aids and time management.

Fair

(C+, C, C-) Describes the key points and provides some arguments, refers to leadership theories/concepts and the relevance to real-life situations. Draws on points from prevalent theories/ concepts, presents some arguments but has difficulty in finding a resolution and in coming to a convincing conclusion. Satisfactory presentation skills including reasonable eye-contact with audience, verbal delivery, visual aids and time management.

Marginal

(D) Presents enough to describe what the key points are about. Some points made but descriptive in nature, arguments unconvincing. Conclusion is incomprehensive and lacking in balance. Unsatisfactory presentation skills including poor eye contact with audience, verbal delivery, visual aids and time management.

Failure

(F) Fail to participate in class for the assignments

Assessment Task

Group Project Discussion and Presentation (20%)

Excellent

(A+, A, A-) Excellent grasp of leadership theories/ concepts and what questions need to be asked. As in Good but stating a point of view in own voice and with originality. Conclusion leads to a novel conclusion, thoroughly grounded in the arguments and generating new issues. Excellent presentation skills including outstanding eye-contact with audience, verbal delivery, visual aids and time management.

Good

(B+, B, B-) Good grasp of leadership theories/ concepts and what questions need to be asked. Most/all relevant points drawn from prevalent theories/ concepts, arguments balanced, creative, well-structured, and convincing, leading to a well-reasoned conclusion. Effective presentation skills including good eye contact with audience, verbal delivery, visual aids and time management.

Fair

(C+, C, C-) Describes the key issues by referring to related leadership theories/ concepts. Draws on points from prevalent theories/ concepts, presents some arguments but has difficulty in finding a resolution and in coming to a convincing conclusion. Satisfactory presentation skills including reasonable eye-contact with audience, verbal delivery, visual aids and time management.

Marginal

(D) Presents enough to describe what the key issues are about. Some points made but descriptive in nature, arguments unconvincing. Conclusion is incomprehensive and lacking in balance. Unsatisfactory presentation skills including poor eye contact with audience, verbal delivery, visual aids and time management

Failure

(F) Fail to participate in class for project discussions and presentations.

Assessment Task

Individual Assignment (50%)

Excellent

(A+, A, A-) Be able to create excellent ideas and strategies of working on the leadership and sustainability issue.

Good

(B+, B, B-) Be able to create good ideas and strategies of working on the leadership and sustainability issue.

Fair

(C+, C, C-) Be able to create fair ideas and strategies of working on the leadership and sustainability issue.

Marginal

(D) Few efforts in creating ideas and strategies of working on the leadership and sustainability issue.

Failure

(F) Fail to create a meaningful report.

Part III Other Information

Keyword Syllabus

Leadership for Sustainability; Approaches to Leadership; Leadership Effectiveness; Know yourself and others; Power & Influence; Innovations and Change Process; Organizational Diagnosis; Congruence among Human Resources, Formal Structure, Organization Culture, and Leadership.

Reading List**Compulsory Readings**

Title	
1	Readings will be assigned in class and online.

Additional Readings

Title	
1	Other readings specified by the instructor may be added.