

## HTM505x Hospitality Leadership and Human Capital Development

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<b>Subject Name</b>	Hospitality Leadership and Human Capital Development
<b>Subject Code</b>	HTM505x
<b>No. of Credits</b>	3
<b>Total Contact Hours</b>	39
<b>Prerequisite</b>	None

### **Subject Description:**

Change is becoming a new norm in all companies. Problem solving, crisis management, change management, and analytical thinking skills are essential in leadership to leverage the organizational performance. The objective of this course is to enhance student's leadership capacity and improve their understanding of HR development practices in contemporary hospitality and tourism contexts. Upon the completion of the subject, students will be able to sharpen their strategic thinking with improved leadership competencies, while exploring contemporary human resource development practices.

### **Intended Learning Outcomes:**

*Upon completion of the subject, students will be able to:*

1. Develop an understanding of the leadership theories and practices along with human resource development strategies applicable to hotel and tourism industry.
2. Analyze and critically assess the organizational culture and its relationship with its environment to create and maintain sustainable HR development strategies.
3. Apply integrative approach that combines leadership skills with human resources strategies to drive change, complexity or crisis situations.
4. Appraise, analyze and evaluate the workplace challenges, team performances, and develop strategies to lead the organization for future by pursuing ethical standards,
5. Identify strategic changes in the market and evaluate market conditions to strengthen the organization's position through demonstrating self-direction and effective leadership decisions.
6. Evaluate complex issues both systematically and creatively and apply leadership skills and human resources management knowledge to complex and unstructured problems in hotel and tourism industry

### **Assessment Weighting:**

Continuous Assessment	80%
Final Examination	20%

### Indicative Content:

1. Fundamentals of leadership theory and practices
2. Talent management and development practices
3. Strategic HR management and policy development
4. Ethics for business leadership
5. Driving organizational change
6. Effective leadership in risk assessment and crisis management
7. Leadership for development and coaching
8. Negotiation techniques for leaders
9. Responsible leadership and ESG integrated management