

# FB6895P: LEADERSHIP RESILIENCE AND SUSTAINABILITY—FIELD STUDY

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## Effective Term

Semester B 2024/25

## Part I Course Overview

### Course Title

Leadership Resilience and Sustainability—Field Study

### Subject Code

FB - College of Business (FB)

### Course Number

6895P

### Academic Unit

College of Business (CB)

### College/School

College of Business (CB)

### Course Duration

Non-standard Duration

### Other Course Duration

4 Days

### Credit Units

2

### Level

P5, P6 - Postgraduate Degree

### Medium of Instruction

Chinese

### Medium of Assessment

Chinese

### Prerequisites

Nil

### Precursors

Nil

### Equivalent Courses

Nil

### Exclusive Courses

Nil

## Part II Course Details

### Abstract

This course is designed to be implemented in collaboration with two to three excellent partner enterprises (or institutions), by moving the classroom to the enterprises and field studies. This course includes on-site tour and studies, introduction of partner enterprise development, sharing of entrepreneur personal management experience and dialogue, concepts and theory explanation, and closed-door discussions. All these implementations not only enable students get an analysis in-depth of the partner enterprises, but also enrich their understanding of leadership resilience and sustainability, including enterprise longevity and ESG-based sustainable development. In the end empower students with resilient leadership and sustainable development in their management career.

### Course Intended Learning Outcomes (CILOs)

	CILOs	Weighting (if app.)	DEC-A1	DEC-A2	DEC-A3
1	Identify key concepts of leadership resilience and sustainability.		x		
2	Evaluate and optimize partner enterprise' s strategy, governance, leadership resilience and sustainable development.			x	x
3	Discuss leadership resilience and sustainability in China' s SOEs and private companies.		x		
4	Collaborate with other students through discussion and work productively as part of a team.			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	Seminar	Students will discuss concepts and knowledge of leadership resilience and sustainability, especially partner company' s introduction and dialogue with entrepreneurs. Discussion exercises are used in every lecture. Students are given exercises that cover relevant topics and are encouraged to work-along with the lecturer and their peers. These exercises help students to visualize the applications of the concepts.	1, 2	
2	Case Discussions	Students are required to prepare partner company' s case studies. In groups, students will discuss, write-up, and present their analyses and recommendations of the cases, and issues on leadership resilience and sustainability.	1, 2, 3, 4	
3	Independent Study	Students are required to pre-read the assigned materials and partner company' s materials provided by the lecturer before coming to classes. These readings provide students opportunity to think through leadership resilience and sustainability concepts and their practices.	1, 2	

**Assessment Tasks / Activities (ATs)**

ATs		CILO No.	Weighting (%)	Remarks (e.g. Parameter for GenAI use)
1	Performances in Class Participation	1, 2, 3	40	
2	In-Class Quizzes	1, 2	30	
3	Final Group Project	1, 2, 4	30	

**Continuous Assessment (%)**

## Assessment Rubrics (AR)

### Assessment Task

1. Performances in Class Participation (40%) (for students admitted before Semester A 2022/23 and in Semester A 2024/25 & thereafter)

### Criterion

Active class attendance and engagement in discussions.

### Excellent

(A+, A, A-)

1. Proactively participate in class discussion by offering innovative ideas and asking questions related to ESG and sustainability.

2. Able to always present and communicate ESG and sustainability ideas excellently in oral and/or written format in classes.

### Good

(B+, B, B-)

1. Proactively participate in class discussion by offering some innovative ideas and asking questions related to ESG and sustainability.

2. Able to frequently present and communicate ESG and sustainability ideas acceptably in oral and/or written format in classes.

### Fair

(C+, C, C-)

1. Occasionally active when urged to participate in class discussion by offering some acceptable ideas and asking limited questions related to ESG and sustainability.

2. Occasionally present and communicate ESG and sustainability ideas in oral and/or written format in classes.

### Marginal

(D)

1. Reactively participate in class discussion by offering very limited ideas and asking very few questions related to ESG and sustainability.

2. Occasionally present and communicate ESG and sustainability ideas fairly in oral and/or written format in classes.

### Failure

(F)

1. Seldom participate in class discussion, offer few ideas, and ask very few questions related to ESG and sustainability.

2. Rarely present and communicate ESG and sustainability ideas fairly in oral and/or written format in classes.

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### Assessment Task

2. In-Class Quizzes (30%) (for students admitted before Semester A 2022/23 and in Semester A 2024/25 & thereafter)

### Criterion

Exhibits critical thinking and clarity in writing while demonstrating a thorough understanding of the course content.

### Excellent

(A+, A, A-)

1. Show excellent command of concepts, theories, models, and analytical frameworks related to ESG and sustainability.
2. Demonstrate excellent ability to apply theories, conceptual frameworks to tackle current problems and issues in ESG and sustainability.

**Good**

(B+, B, B-)

1. Show good command of concepts, theories, models, and analytical frameworks related to ESG and sustainability.
2. Demonstrate good ability to apply theories, conceptual frameworks to tackle current problems and issues in ESG and sustainability.

**Fair**

(C+, C, C-)

1. Show acceptable command of concepts, theories, models, and analytical frameworks related to ESG and sustainability.
2. Demonstrate acceptable ability to apply theories, conceptual frameworks to tackle current problems and issues in ESG and sustainability.

**Marginal**

(D)

1. Show marginal command of concepts, theories, models, and analytical frameworks related to ESG and sustainability.
2. Demonstrate marginal ability to apply theories, conceptual frameworks to tackle current problems and issues in ESG and sustainability.

**Failure**

(F)

1. Show poor command of concepts, theories, models, and analytical frameworks related to ESG and sustainability.
2. Demonstrate poor ability to apply theories, conceptual frameworks to tackle current problems and issues in ESG and sustainability.

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**Assessment Task**

3. Final Group Project (30%) (for students admitted before Semester A 2022/23 and in Semester A 2024/25 & thereafter)

**Criterion**

Demonstrates a deep understanding of the subject matter through collaborative analysis and clear presentation.

**Excellent**

(A+, A, A-)

1. Show excellent capacity to analyze various ESG and sustainability issues and to apply course content to solve related problems.
2. Demonstrate excellent ability to communicate information effectively in written format.
3. Demonstrate strong evidence of original thinking.
4. Show high standard of ESG and sustainability ethics.

**Good**

(B+, B, B-)

1. Show good capacity to analyze various ESG and sustainability issues and to apply course content to solve related problems.
2. Demonstrate good ability to communicate information effectively in written format.
3. Demonstrate evidence of original thinking.
4. Show acceptable standard of ESG and sustainability ethics.

**Fair**

(C+, C, C-)

1. Show fair capacity to understand and to analyze some major issues.
2. Demonstrate acceptable ability to communicate information in written format.
3. Demonstrate some evidence of original thinking.
4. Show fair standard of ESG and sustainability ethics.

**Marginal**

(D)

1. Marginally command course materials, with the ability to describe a few important ESG and sustainability issues.
2. Marginally be able to communicate information in written format.
3. Demonstrate marginal creativity.
4. Show minimal standard of ESG and sustainability ethics.

**Failure**

(F)

1. Failed to command course materials, with the ability to describe a few important ESG and sustainability issues.
2. Unable to communicate information in written format.
3. Demonstrate little creativity.
4. Show poor standard of ESG and sustainability ethics.

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**Assessment Task**

1. Performances in Class Participation (40%) (for students admitted from Semester A 2022/23 to Summer Term 2024)

**Criterion**

Active class attendance and engagement in discussions.

**Excellent**

(A+, A, A-)

Proactively participate in class discussion by offering innovative ideas and asking questions related to ESG and sustainability.

Able to always present and communicate ESG and sustainability ideas excellently in oral and/or written format in classes.

**Good**

(B+, B)

Proactively participate in class discussion by offering some innovative ideas and asking questions related to ESG and sustainability.

Able to frequently present and communicate ESG and sustainability ideas acceptably in oral and/or written format in classes.

**Marginal**

(B-, C+, C)

Reactively participate in class discussion by offering very limited ideas and asking very few questions related to ESG and sustainability.

Occasionally present and communicate ESG and sustainability ideas fairly in oral and/or written format in classes.

**Failure**

(F)

1. Seldom participate in class discussion, offer few ideas, and ask very few questions related to ESG and sustainability.

2. Rarely present and communicate ESG and sustainability ideas fairly in oral and/or written format in classes.

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**Assessment Task**

2. In-Class Quizzes (30%) (for students admitted from Semester A 2022/23 to Summer Term 2024)

**Criterion**

Exhibits critical thinking and clarity in writing while demonstrating a thorough understanding of the course content.

**Excellent**

(A+, A, A-)

Show excellent command of concepts, theories, models, and analytical frameworks related to ESG and sustainability.

Demonstrate excellent ability to apply theories, conceptual frameworks to tackle current problems and issues in ESG and sustainability.

**Good**

(B+, B)

Show good command of concepts, theories, models, and analytical frameworks related to ESG and sustainability.

Demonstrate good ability to apply theories, conceptual frameworks to tackle current problems and issues in ESG and sustainability.

**Marginal**

(B-, C+, C)

Show marginal command of concepts, theories, models, and analytical frameworks related to ESG and sustainability.

Demonstrate marginal ability to apply theories, conceptual frameworks to tackle current problems and issues in ESG and sustainability.

**Failure**

(F)

Show poor command of concepts, theories, models, and analytical frameworks related to ESG and sustainability.

Demonstrate poor ability to apply theories, conceptual frameworks to tackle current problems and issues in ESG and sustainability.

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### **Assessment Task**

3. Final Group Project (30%) (for students admitted from Semester A 2022/23 to Summer Term 2024)

#### **Criterion**

Demonstrates a deep understanding of the subject matter through collaborative analysis and clear presentation.

#### **Excellent**

(A+, A, A-)

Show excellent capacity to analyze various ESG and sustainability issues and to apply course content to solve related problems.

Demonstrate excellent ability to communicate information effectively in written format.

Demonstrate strong evidence of original thinking.

Show high standard of ESG and sustainability ethics.

#### **Good**

(B+, B)

Show good capacity to analyze various ESG and sustainability issues and to apply course content to solve related problems.

Demonstrate good ability to communicate information effectively in written format.

Demonstrate evidence of original thinking.

Show acceptable standard of ESG and sustainability ethics.

#### **Marginal**

(B-, C+, C)

Marginally command course materials, with the ability to describe a few important ESG and sustainability issues.

Marginally be able to communicate information in written format.

Demonstrate marginal creativity.

Show minimal standard of ESG and sustainability ethics.

#### **Failure**

(F)

Failed to command course materials, with the ability to describe a few important ESG and sustainability issues.

Unable to communicate information in written format.

Demonstrate little creativity.

Show poor standard of ESG and sustainability ethics.



## Part III Other Information

### Keyword Syllabus

Leadership, Resilience, Leadership Resilience; Sustainability, Sustainable Development, ESG; five practices of exemplary leadership; survive and thrive; SDGs, Carbon Neutrality; keywords relating partner enterprises.

### Reading List

#### Compulsory Readings

Title	
1	《领导力》（第7版），（美）James M. Kouzes, Barry Z. Posner著，徐中 沈小滨译，电子工业出版社，2024年
2	Readings about partner enterprises

#### Additional Readings

Title	
1	《要领—斯坦福校长领导十得》，（美）John L. Hennessy 著，杨斌等译 浙江教育出版社，2020年2月。
2	《变革正道》，（美）约翰·科特 瓦妮莎·阿克塔尔 高拉夫·古普塔著 杨斌 徐中译 中国广播影视出版社，2023年4月。“Change: How Organizations Achieve Hard-to-Imagine Results in Uncertain and Volatile Times”，John P. Kotter, Vanessa Akhtar and Gaurav Gupta.