BLOOMSBURY INSTITUTE LONDON

Module Code	BUS7B69-Oct 25
Module Name	Contemporary HRM
Assessment AS1	Mind Map
Submission Deadline	21-11-2025
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Mind Map

Drives Employee Motivation

Enhances Organisational Productivity

Supports Talent Retention

Valuable Sources for Developing Skills

Leadership & People Management

Builds a High-Performance Culture

Academic Literature / Professional Courses /

Mentoring & Coaching

Communication Skills Feedback & Performance Reviews

Reflective Account of 500 words with at least 5 in-text citations

Leadership and People Management is a critical HRM skill that directly influences organizational performance and long-term success. Effective leaders shape the workplace environment by inspiring employees, communicating a clear vision, and aligning people with organizational goals. According to Armstrong (2020), leadership plays a strategic role in driving employee motivation and fostering a culture that supports high performance. When employees feel supported and valued, they tend to show stronger commitment and contribute positively to business productivity.

Leadership is also essential for building strong relationships within teams. Goleman (2017) emphasizes that emotionally intelligent leaders are better equipped to manage diverse personalities, resolve conflicts, and maintain team cohesion. These abilities help maintain a positive organizational climate, reducing turnover and improving job satisfaction. From a strategic HRM perspective, effective people management strengthens employee engagement, which in turn enhances organizational resilience and long-term sustainability (CIPD, 2022).

To develop strong leadership capabilities, various academic and professional sources provide valuable guidance. Scholarly HRM literature highlights key leadership models such as transformational, situational, and servant leadership, offering frameworks for understanding leader–follower dynamics. Journals like the Harvard Business Review provide real-world case studies demonstrating how strategic leadership decisions can improve business outcomes. Professional development programmers, such as CIPD qualifications or leadership courses on LinkedIn Learning, offer structured learning that helps refine managerial competencies (SHRM, 2021).

In addition to formal sources, mentoring and workplace learning represent powerful approaches to developing leadership skills. Kotter (2012) suggests that observing experienced leaders allows individuals to understand how leadership operates in complex organizational environments. Mentorship provides personalized feedback, increases confidence, and builds decision-making capabilities. Workplace learning through leading small projects or facilitating team meetings enables the practical application of theories learned from academic sources.

If I were developing leadership and people management abilities within a team, I would combine multiple methods. First, I would encourage team members to engage in reflective practice to improve self-awareness. This aligns with Goleman's (2017) work on emotional intelligence, which highlights the importance of understanding one's strengths and limitations. Second, I would integrate coaching and regular feedback mechanisms, including 360-degree appraisal, to help individuals identify improvement areas. Finally, I would promote communication skills training, as effective communication is central to team leadership and decision-making.

Overall, Leadership and People Management remains a vital capability in contemporary HRM. Through a combination of scholarly sources, professional development, and practical experience, individuals and teams can cultivate this essential behavior to drive sustainable organizational success.

References (Harvard STYLE)

Armstrong, M. (2020). *Armstrong's Handbook of Human Resource Management Practice*. Kegan Page.
CIPD (2022). *Principles of Leadership in HRM*. Chartered Institute of Personnel Development.
Goleman, D. (2017). *Emotional Intelligence: Why It Can Matter More Than IQ*. Bloomsbury.
Kotter, J. (2012). *Leading Change*. Harvard Business Review Press.
SHRM (2021). *Leadership Development and People Management*. Society for Human Resource Management.

References

Referencing MUST follow the **Harvard referencing style**