



Module Specification

Group Facilitation

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Contents

Module Specification	1
Part 1: Information	2
Part 2: Description	2
Part 3: Teaching and learning methods	3
Part 4: Assessment.....	5
Part 5: Contributes towards	6

Part 1: Information

Module title: Group Facilitation

Module code: UMOCYE-15-M

Level: Level 7

For implementation from: 2023-24

UWE credit rating: 15

ECTS credit rating: 7.5

Faculty: Faculty of Business & Law

Department: FBL Dept of Business & Management

Partner institutions: None

Delivery locations: Not in use for Modules

Field: Organisation Studies

Module type: Module

Pre-requisites: None

Excluded combinations: None

Co-requisites: None

Continuing professional development: No

Professional, statutory or regulatory body requirements: None

Part 2: Description

Overview: In a context where external and internal drivers for organisational change are pressing, so is the concomitant need for enabling groups to work together productively on complex, non-routine tasks and projects. The internal and/or external facilitator's role is to enable the talent available to express itself, for the good of the work, sometimes in a context of high uncertainty and ambiguity.

Features: Not applicable

Educational aims: The module will provide students with opportunities to develop understanding of both the theoretical and practical approaches, skills and frameworks that underpin excellence in facilitation. This module will develop student's understanding of the knowledge, skills and competencies required in facilitating groups.

Outline syllabus: Theories, models and approaches of facilitation:

Intervention Strategies

Intervention Tactics and Styles

Concept of Facilitative Intervention

Action Learning theory

Group dynamics

Group development and processes

Presentation skills

Part 3: Teaching and learning methods

Teaching and learning methods: The approach to teaching and learning is primarily student centred, engaging students in practical exercises and personal study and critical reflection upon the relationship between theory and experience. We have a rare opportunity to use the experience of participants in the room - in the here-and-now - and to incorporate this live into the programme. The design and delivery of this module is based on a commitment to increasing personal agency and ethical responsibility in a group context, and this is reflected in the teaching, learning and reading strategies. For example, students will maintain a learning diary as part of the process of critical reflection on theory and practice. Theoretical inputs provide students with knowledge and awareness of current thinking on group facilitation. The

assessment is designed to provide opportunities to reflect on learning about facilitation, together with critical reflection upon the relationship between theory and organisational practice.

Students will be directed towards the BBS study skills website as appropriate by the module tutors who will also advise on the information and time management skills required to complete the module successfully as the module develops. Students will be expected to develop their own learning and skills by independently using resources within BBS and the University Library including the “Study Skills” website, “i skills” and the post- graduate community site on Blackboard including “Write Right”.

Module Learning outcomes: On successful completion of this module students will achieve the following learning outcomes.

MO1 Critically review a range of theories, models and approaches to facilitation.

MO2 Evaluate the particular role of facilitation in enabling groups of people to perform productively.

MO3 Research and evaluate the importance of “managing the process” of group work.

MO4 Critically review own capabilities and evaluate their impact on the facilitation process.

MO5 Analyse and diagnose organisational situations and develop strategies to improve them.

MO6 Utilise and critically review a range of established facilitation tools and techniques.

Hours to be allocated: 150

Contact hours:

Independent study/self-guided study = 114 hours

Face-to-face learning = 36 hours

Total = 150

Reading list: The reading list for this module can be accessed at [readinglists.uwe.ac.uk](https://uwe.rl.talis.com/modules/umocye-15-m.html) via the following link <https://uwe.rl.talis.com/modules/umocye-15-m.html>

Part 4: Assessment

Assessment strategy: The summative assessment reflects the joint aims of the module, to develop understanding of both theoretical and practical approaches to facilitation. It will require the student to complete two assignments. The first, Task 1 will focus on the theories and practice of group facilitation. There must be a selection of appropriate literature and the application of models and theories with examples to illustrate the argument. Task 2 is more focused on the student's reflection on their own development and practice as a group facilitator.

Assessment components:

Reflective Piece (First Sit)

Description: Reflective report (1000 words)

Weighting: 30 %

Final assessment: No

Group work: No

Learning outcomes tested: MO4, MO6

Written Assignment (First Sit)

Description: Written assignment (3000 words) (final assessment)

Weighting: 70 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO5

Reflective Piece (Resit)

Description: Reflective report (1000 words)

Weighting: 30 %

Final assessment: No

Group work: No

Learning outcomes tested: MO4, MO6

Written Assignment (Resit)

Description: Written assignment (3000 words) (final assessment)

Weighting: 70 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO5

Part 5: Contributes towards

This module contributes towards the following programmes of study: