



## **Module Specification**

### Organisational Development

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#### **Contents**

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

## Part 1: Information

**Module title:** Organisational Development

**Module code:** UMODFE-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:** Not applicable

**Features:** Not applicable

**Educational aims:** See Learning Outcomes

**Outline syllabus:** The module explores the following areas:

The nature and history of Organisational Development (OD)

OD values and ethics

Key stakeholders in the OD process

Key OD skills and competencies

Models of organisational learning, change and development

The consulting and diagnostic processes

OD interventions: individual, team, organisational and multi-organisational

Sustainable change and development

Future directions for OD

### **Part 3: Teaching and learning methods**

**Teaching and learning methods:** Teaching and learning is undertaken through guided study sessions totalling 24 hours. These sessions are designed to actively support the development of independent learning strategies by the students.

Learning in the module is achieved through a combination of class-based activity (which may take place in a physical or virtual classroom) and independent study, supported by online materials. This will combine topic and research related pre-reading; theoretical input; experiential learning; group discussion of key critical journal articles; guest speakers; problem-based workshops; artistic workshops. Significant emphasis will be placed on learning from practice and experience and study hours will be divided in a balanced manner between reflective exercises and reviews, lectures, and reading.

Independent learning includes hours engaged with essential reading, case study preparation, assignment preparation and completion etc. Students are encouraged to relate the knowledge gained throughout the course to their own working environment in a creative way, and to try to find competent solutions to the current problems in their organisations.

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

**MO1** Develop a critical understanding of the theory and practice of Organisational Development and its relevance for a range of professional and managerial roles

**MO2** Demonstrate awareness, knowledge and understanding of theories and models that inform practice

**MO3** Develop a critical appreciation of issues of power, diversity and ethics in Organisational Development practice

**MO4** Develop insights into effective Organisational Development behaviours through processes of inquiry and reflection

**MO5** Critically reflect on their practice and acquire improved Organisational Development skills

**MO6** Communicate professionally through the clear and well-articulated presentation of complex ideas and arguments

**Hours to be allocated:** 150

**Contact hours:**

Independent study/self-guided study = 126 hours

Face-to-face learning = 24 hours

Total = 150

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

## **Part 4: Assessment**

**Assessment strategy:** Summative assessment in this module is in two parts. This will consist of a critical reflection on the student's own learning and practice in Organisational Development (50% of module mark; 2000 words or equivalent) and a critical evaluation of an Organisational Development intervention (2,000 words). Marking criteria relevant to the learning objectives will be used to allocate marks to students.

The objective of this assessment strategy is to determine whether students can relate their practice to the concepts and experiences addressed within the module. This is with particular reference to their ongoing practice of organisational development and relating to relevant organisational issues and situations.

**Assessment components:**

**Written Assignment (First Sit)**

Description: Critical reflection on learning and practice (2000 words)

Weighting: 50 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6

**Written Assignment (First Sit)**

Description: Critical evaluation of an organisational development intervention (2000 words)

Weighting: 50 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO6

**Written Assignment (Resit)**

Description: Critical reflection on learning and practice (2000 words)

Weighting: 50 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6

**Written Assignment (Resit)**

Description: Critical evaluation of an organisational development intervention (2000 words)

Weighting: 50 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO6

**Part 5: Contributes towards**

This module contributes towards the following programmes of study: