



Module Specification

Developing Performance in Teams

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Part 1: Information

Module title: Developing Performance in Teams

Module code: UMCDSF-30-2

Level: Level 5

For implementation from: 2028-29

UWE credit rating: 30

ECTS credit rating: 15

College: College of Business and Law

School: CBL Bristol Business School

Partner institutions: None

Field: Business and Management Cross-Disciplinary

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: This module enables students to evidence their ability to work with others as they run their Team Company and develop it into an effective organisation. Students will work with peers to create and maintain their Team's "Leading Thoughts" which captures and evidences their goals and achievements.

In this module, students will demonstrate evidence of their ability to support others in the development of their learning and development within a shared organisation. The

student's Team Company will engage in a range of projects and ventures, including some that are organised by the programme, some that are organised by their Team Company, and some that students initiate themselves with their peers.

Module content will be contextualised in line with the differing activities the students are undertaking as part of the programme.

Features: Not applicable

Educational aims: Through their understanding of team dynamics, team roles and how teams operate from the previous year, this module allows TEs to evolve their practices and process to become more effective

Outline syllabus: Students will reflect on how they are developing the working practices of their team company to enable successful team outcomes; they will analyse the effectiveness of team roles and processes. Within their reflections, teams will look at the following concepts: team roles, communication, team processes and sustainability. Additional focus will be given to developing self-awareness and how individual contributions have evolved and impact on team performance.

Part 3: Teaching and learning methods

Teaching and learning methods: Students will undertake their learning journey as part of a “Team Company”, which will be their primary environment for managing and sharing their learning throughout the course. The Team Company will be supported by a “Team Coach” – a member of staff who will support and challenge students throughout their learning journey, helping them every step of the way.

The team will develop a Team Portfolio where they set out their strategy for the year and use the portfolio to reflect on the team's progress and achievements

Throughout the course students will engage in a wide range of self-directed learning activities that will enable them to develop core entrepreneurial capabilities. These will give them the knowledge, skills and confidence to develop themselves to work with

others and to create, develop and manage business ventures, inside and outside of sport.

In addition to the other members of the Team Company and Team Coach, students will - as appropriate - make links with local businesses, mentors, and Team Entrepreneurs from other Team Academies in the UK and abroad. They will gain a network of contacts through Bristol Sport, Bristol City FC and its wider business networks, working on real life challenges for these clients. This will enable them to build a rich network that supports them during the course and after they graduate.

As students engage in all aspects of the module they will reflect on the team's learning and development, which they will use to show the SBE community what the team have achieved. Using feedback, students will also reflect on their personal contributions to their team company, project teams and their roles within .

By doing this, students will not only be rewarded with the university degree they deserve, but will also be fully prepared for their chosen future path after university.

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

MO1 Manage and coordinate team activities by delegating roles effectively and negotiating individual contributions to enhance team effectiveness

MO2 Critically analyse team processes and dynamics, applying coaching and conflict resolution strategies to maintain performance in challenging scenarios

MO3 Evaluate and apply ethical, inclusive, and sustainable behaviours that develop a professional team culture

MO4 Critically reflect on their impact on teams and use multi-source feedback to enhance team performance.

Hours to be allocated: 300

Contact hours:

Independent study/self-guided study = 228 hours

Face-to-face learning = 72 hours

Reading list: The reading list for this module can be accessed at readinglists.uwe.ac.uk via the following link

Part 4: Assessment

Assessment strategy: Students will be able to achieve the Learning Outcomes for the module through an assessment strategy which involves continual review of performance against the Team's Leading Thoughts and a reflection on the development of the Team Company at the end of the year, collated into an overall portfolio of activities.

Assessment 1 - Portfolio 70%

Assessment will include continual review of Team Company performance which will be presented at meetings of the whole Team Academy. Formative and summative feedback will be provided by members of the Team Academy and the Team Coaches team, which combine to provide an overall assessment for the Team Company Portfolio. Discussion and feedback will help students explore and evaluate their own development and performance within the team environment. Students will be required to determine the extent to which their engagement is being undertaken in ways that link to the goals set within the team's Leading Thoughts.

This form of assessment has been chosen because it supports the development of the Team Company as an organisation, designs out academic misconduct, ensures validation within a controlled environment, supports the development of peer review and assessment, and includes formative feedback on a rich and continuing basis.

The Team Portfolio will be undertaken as "group assignments", with an overall mark being given to the Team Company. However, the Team Company (including the Team Coach - a member of staff) will be able to vary the marks up or down for individual members of the Team as long as the average mark for the team is maintained. This enables students to gain experience of designing and implementing performance review systems.

Assessment 2 - Report 30% - 2500 words or equivalent

In addition to the Team Portfolio, students will complete an individual reflection on their personal contribution and performance within the team.

This allows the Learning Outcomes to be met through a more reflective longitudinal analysis and review of the development of a learning organisation and provides feed-forward to support the development of improved performance in the following year.

Engagement in the assessment processes (including communication and presentation) gives rich discipline-relevant experience and capabilities in the practice of team-based learning and the ability to mobilise self. The assessment processes capture the underpinning practice-led, self-managed, team-based, enterprise-orientated approach that the programme seeks to achieve.

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Assessment tasks:**Portfolio (First Sit)**

Description: Portfolio

Weighting: 70 %

Final assessment: Yes

Group work: Yes

Learning outcomes tested: MO1, MO2, MO3

Report (First Sit)

Description: Individual reflection - 2500 words or equivalent

Weighting: 30 %

Final assessment: No

Group work: No

Learning outcomes tested: MO4

Portfolio (Resit)

Description: Portfolio

Weighting: 70 %

Final assessment: Yes

Group work: Yes

Learning outcomes tested: MO1, MO2, MO3

Report (Resit)

Description: Individual reflection - 2500 words or equivalent

Weighting: 30 %

Final assessment: No

Group work: No

Learning outcomes tested: MO4

Part 5: Contributes towards

This module contributes towards the following programmes of study:

Sports Business and Entrepreneurship [AshtonGate] BA (Hons) 2027-28

Sports Business and Entrepreneurship [AshtonGate] BA (Hons) 2027-28

Business (Team Entrepreneurship) {Dual} [Taylors] BA (Hons) 2027-28