



Module Specification

Professional Development : Consultancy

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Part 1: Information

Module title: Professional Development : Consultancy

Module code: UMOT6X-30-3

Level: Level 6

For implementation from: 2027-28

UWE credit rating: 30

ECTS credit rating: 15

College: College of Business and Law

School: CBL Bristol Business School

Partner institutions: None

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: This capstone module completes the “professional practice” strand for the Business and Management programme, focussing on professional development through a Business Consultancy Project.

The module explores the theory and practice of organisational development consultancy , at the level of the organisation, group and individual and their interdependencies, drawing together strands of learning from the module and the

programme more widely through an integrative, problem-based business consultancy project.

Features: Not applicable

Educational aims: Building on the related “professional practice” modules at Levels 4 and 5, students critically evaluate their capabilities. They develop and practice new skills required to support their chosen future.

Through reflective practice, collaborative working, and the synthesis of knowledge and understanding gained throughout their university experience, they have developed the self-awareness, skills and attributes necessary to graduate with a clear and realistic exit strategy.

Grounded in practice led learning through undertaking a group Consultancy project with an business client, this module aims to enable students to engage in a practice-led students centred teaching where client relationships drive the understanding of interdependencies' between theory and practice.

Outline syllabus: Students will continue to develop their professional practice through exploration of self-management and reflection, working with others, wellbeing and resilience, social development and networking and related topics. Given that this module focuses on the development of self-awareness and professional competencies, it is recognised that learning is necessarily “spiral” in nature, and so the syllabus builds on Levels 4 and 5.

Syllabus content will include:

Organisational Development and consultancy
change cycles
Diagnosis and planning Interventions
project Evaluation
Sustainability, and ethics of consultancy
consultants, change, and complexity
Organisation Design
Culture change

Personal challenges of change and resilience

Self management

Part 3: Teaching and learning methods

Teaching and learning methods: Students will continue to develop their professional practice by working within the “Mentor Group” that was established in Level 4, meeting within 1-hour seminars every week, supported by a “Group Mentor” who will, in addition, provide Personal Tutor support to individual members of the Mentor Group.

The design and operation of the module is anchored in Kolb's (1984) Experiential Learning Cycle. the pedagogy therefore includes experience-based sessions (e.g. visiting leader or OD change agent inputs), reflective components (e.g. review sessions and learning portfolios), conceptual elements (e.g. guided reading, theory inputs), and experimentation (e.g. business consultancy projects).

The module adopts experiential and enquiry-based approaches to learning and uses a facilitative approach to guide students learning. It includes a combination of class-based activity, group-based activity and independent study. The taught sessions are designed to actively support the development of independent learning strategies by the students and will place an emphasis on learning as a ‘life-long’ journey.

Scheduled learning also includes hour weekly sessions which take the form of interactive lectorial sessions, project coaching, practical classes/ workshops; and external speakers. Practice-led learning sits at the heart of the module.

Independent learning includes hours engaged with essential reading, case study preparation, assignment preparation and completion, client engagement and client delivery etc.

The assessment is designed to provide an opportunity to reflect critically and from an ethical perspective on the student’s own experience of contemporary issues in the

practice of Organisation Development consultancy and upon the relationship between theory and practice, drawing from learning across the programme of study.

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

MO1 Evaluate and apply new skills and attributes in relation to self-management, collaborative working, and the communication of own and others' ideas in complex and challenging contexts.

MO2 Evidence personal and professional development, demonstrating self-awareness and reflective evaluation of knowledge and skills developed throughout the programme to identify preferred futures.

MO3 Integrate and synthesise learning holistically and from a range of different disciplines to consolidate, extend and apply knowledge and understanding to initiate and carry out projects that explore complex organisational situations.

MO4 Critically evaluate arguments, assumptions, abstract concepts and data, to make judgements, and to frame appropriate questions to achieve a solution to a problem in a range of contexts.

MO5 Reflect critically on ethical dilemmas and organisational challenges demonstrating an appreciation of the uncertainty, ambiguity and limits of knowledge

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](https://uwe.rl.talis.com/modules/umot6x-30-3.html) via the following link <https://uwe.rl.talis.com/modules/umot6x-30-3.html>

Part 4: Assessment

Assessment strategy: The assessment strategy includes a Professional Practice Portfolio (40%) which builds on their Level 5 Portfolio and captures evidence of engagement in and reflection on personal and professional development during Level 6 including increasing ability to manage self and work collaboratively.

The assessment is designed to provide an opportunity to reflect critically on managing organizational and personal change and its implications for organizational practice.

The assessment strategy also include set exercise (60%) which collates client project presentations that give insight into the group consultancy project undertaken. The individual mark allocation for group work is attributed by the group. Groups are required to identify and agree each member's contribution, they are able to agree a redistribute up to 20% of marks awarded between themselves. This is managed manually by module leader.

As part of the set exercise students also submit a report overviewing an individual critical analysis of the consultancy project

Formative feedback is continual and built into the pedagogic module design. It provides opportunities for peer and tutor feedback with regard to developing thinking and approaches to assessment and working with the assessment criteria.

The assessment criteria are reviewed annually with colleagues to ensure that they reflect the assessment strategy and module learning outcomes.

Assessment is designed to build in the student's individual experience in relation to the syllabus and supporting them in submitting an authentic assessment in line with university assessment policies. The overarching aim is to ensure it is the student's original work that is being submitted.

Assessment tasks:

Portfolio (First Sit)

Description: Professional practice portfolio

Weighting: 40 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2

Set Exercise (First Sit)

Description: Group client presentation supported by an individual critical analysis report of consultancy project

Weighting: 60 %

Final assessment: Yes

Group work: Yes

Learning outcomes tested: MO3, MO4, MO5

Portfolio (Resit)

Description: Professional practice portfolio

Weighting: 40 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2

Set Exercise (Resit)

Description: Presentation and supported critical analysis report of consultancy project.

Weighting: 60 %

Final assessment: Yes

Group work: Yes

Learning outcomes tested: MO3, MO4, MO5

Part 5: Contributes towards

This module contributes towards the following programmes of study:

Business and Management {Foundation} [Frenchay] BA (Hons) 2024-25

Business Management and Marketing {Foundation} [Frenchay] BA (Hons) 2024-25

Business and Management [Phenikaa] BA (Hons) 2025-26

Business and Management [Villa] BA (Hons) 2025-26

Business and Management [BIBM] BA (Hons) 2025-26

Business Management and Marketing [Phenikaa] BA (Hons) 2025-26

Business Management and Marketing [Villa] BA (Hons) 2025-26

Business Management with Marketing {Dual} [Taylors] BA (Hons) 2025-26

Business and Management [Frenchay] BA (Hons) 2025-26

Business Management and Marketing [Frenchay] BA (Hons) 2025-26

International Business Management [UFM] BA (Hons) 2025-26

International Business Management [Frenchay] BA (Hons) 2025-26

International Business Management [HELP] BA (Hons) 2025-26

Business and Management [HELP] BA (Hons) 2025-26

Business and Management [Frenchay] BA (Hons) 2025-26