



Module Specification

Humans vs AI: Leading and managing change for future organisations

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Part 1: Information

Module title: Humans vs AI: Leading and managing change for future organisations

Module code: UMOTAW-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: In this module, students learn through active and participative learning about leading and managing change for future organisations. Strong emphasis is placed on the ethical implications of artificial management in leading and managing change, offering opportunity for debate, role-play, and critical thinking. Students critically evaluate approaches to managing and leading change throughout the module to consider their own future practice in leading and managing change vs AI.

Features: Not applicable

Educational aims: The module explores both the academic ideas and the practice of leading and managing organisational change for future organisations. It does this at multiple levels: the organisation, the group, and the individual. That said, our primary interest is people vs artificial intelligence – what happens to people during times of organisational change. We ask that you reflect on your experiences of change and think about your future practice. But, also, because we want you to be able to make sense of what you are doing in times of organisational change and, indeed, make sense of what is being done to you.

We will work extensively with case study analysis and reflection. You are expected to apply the academic ideas to the “real-world” practice of organisational change. This module aims to target knowledge and understanding, demonstrated through analysis and reflection, cognisant of the implications of uncertainty and the ethical dilemmas facing change agents.

Outline syllabus: Speed, scale and scope of change
Leadership, communication and the digital organisation
Algorithmic/Artificial management
Resistance
Power
Self, ethics and values
Humans, emotion and sensemaking
Culture and identity

Part 3: Teaching and learning methods

Teaching and learning methods: The module uses taught sessions to provide an overview of topic areas, but emphasis is placed on practice and participation where problems/case studies/presentations/discussions generate insight into the usefulness of theoretical approaches.

Preparation and independent study involves students using a range of reading material such as books, journals and professional publications to deepen their

understanding of the concepts introduced during taught sessions, where student can also participate and practise techniques. Extensive use is made of VLE (Virtual Learning Environment) enabling students to access course materials, lecture slides, useful research links, announcements, discussion boards and e-mail.

Students will be expected to prepare for the tutor led and workshop activities; and clear guidance for both workshop activities and tutor-led activities will be given on the content of that preparation within the module handbook and through Blackboard. The module uses an approach to learning that is primarily facilitated; in other words, students are encouraged to take responsibility for their own learning and to develop their skills and knowledge.

Lectorial (on-campus): these provide a theoretical overview, focussing on key theories and models and on their application in organisational settings.

Lectorial (online): Synchronous and asynchronous content to explore real-world settings providing students with a range of 'case study' material.

Tutor-led: active and participative learning approaches are used in these sessions to explore key topics in detail, to demonstrate theory in action and to provide structured opportunities for skills development. Approaches include interactive activities in the class, open discussions and case study analysis in written and video form.

Workshops: Active and participative learning approaches are used in simulation/role play activities based on weekly case study that aim to enhance students' engagement in active thinking and critical reflection.

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

MO1 Demonstrate knowledge and understanding of advanced theoretical perspectives relating to the human and artificial management of organisational change.

MO2 Apply learning to review, consolidate and extend own understanding of the interrelationship of the human and artificial management of organisational change.

MO3 Critically evaluate a range of competing approaches to organisational change and the challenges of working with uncertainty.

MO4 Reflect critically on the ethical dilemmas and challenges of leading and managing organisational change.

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

Part 4: Assessment

Assessment strategy: A written or video guide exploring the human and ethical issues in leading change based on case study of organisation moving to increasingly artificial management. Reflect on your own experience of change to inform your future practice.

VLE (Virtual Learning Environment) submission: 3000 words or equivalent length video with transcript (15-20 mins)

Formative assessment delivered during tutor-led sessions towards developing elements of summative assessed task.

This is an authentic assessment which provides students with options to suit different learning styles and interests within the range of module topics. Significant emphasis

is placed on formative feedback through tutor-led activity to assist students in developing their analytical and reflective skills through the course of the module.

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:**Case Study** (First Sit)

Description: 3000 words or equivalent length video with transcript (15-20 mins)

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4

Case Study (Resit)

Description: 3000 words or equivalent length video with transcript (15-20 mins)

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4

Part 5: Contributes towards

This module contributes towards the following programmes of study:

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

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

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

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

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

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

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

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

Business and Events Management [Frenchay] 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

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

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