



Module Specification

Stakeholder Engagement and Talent Development

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Part 1: Information

Module title: Stakeholder Engagement and Talent Development

Module code: UMPDYV-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: Human Resource Management

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 hands-on module is designed to equip students with a comprehensive understanding of key concepts and theories in the fields of human resource development and stakeholder management, while also providing practical experience in workshop design and delivery.

Throughout the early stages of the module, students will receive ample support and guidance as they explore various topics and theories pertinent to human resource

development and stakeholder management. From understanding the intricacies of organisational learning to exploring effective communication strategies with stakeholders, this module offers a robust foundation for students to build upon.

A key aspect of this module is its emphasis on practical application. As students progress, they will transition from passive learners to active participants by taking on the challenge of designing and delivering workshops. This hands-on approach not only reinforces theoretical knowledge but also develops essential skills in training design, delivery, and stakeholder engagement.

Features: Not applicable

Educational aims: The module aims to develop students understanding of a wide variety of learning and development strategies and approaches, developing an understanding of how individuals learn, and how that affects what individuals choose to do long term in their employment.

Students will be able to design and deliver a variety of L&D strategies and understand the role of different strategies in a wider resourcing context. They will understand the role of various stakeholders in shaping, facilitating and delivering key strategies and the importance of stakeholder engagement and buy in.

Outline syllabus: This module will cover (but not be limited to):

The fundamentals of learning, including key learning theories and learning styles;
Strategic Human Resource Development;
Approaches to workplace learning;
Managing knowledge in the workplace;
Change management;
Stakeholder engagement;
Technology and future trends.

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 practice techniques. Extensive use is made of VLE enabling students to access course materials, lecture slides, useful research links, announcements, discussion boards and e-mail.

Module delivery is based on six hours of scheduled learning and teaching activities per teaching week. This contact time will be a combination of lectures and workshops, which will be partially student-led.

These workshops will provide opportunities for in-class preparation for assessment and formative feedback.

The pattern of delivery will be supported by electronic means, including use of an online discussion forum.

Extensive use will be made of Blackboard for guided independent study work; to support students' learning; to facilitate interactions between students e.g. for collaborative work.

Students will also be directed towards the University Library online and Study Skills resources for the development of skills appropriate to the level and style of the module.

Preparation for assessments take place across all types of contact.

The lecture provides pre-released material which identifies core themes and connections between readings, students are guided through this in the lectures and provided opportunities for summaries in the workshops.

The flexible events time will support the skills required to prepare as well - focusing on methods for using essential resources from the reading list, and own searches,

for both academic writing and research.

Participation will occur within all non-lecture sessions. The focus will be on discussion between approaches, the application of approaches, and using summaries to confirm understanding in a way that reflects students' current understandings and questions.

Practice will occur in all non-lecture sessions. This will involve activities that emphasise and provide opportunities to attempt the specific skills and areas of research tested in the assignment.

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

MO1 Demonstrate a conceptual understanding of the advanced contemporary arguments ideas and techniques relating to Human Resources Development Practices and Organisational Dynamics

MO2 Develop the qualities and transferable skills necessary to successfully navigate and thrive in dynamic HR environments.

MO3 Apply the key principles of effective change management to review, consolidate and effectively synthesise change management plans.

MO4 Apply an extended knowledge and understanding of HRD and change management to implement and evaluate targeted learning and development interventions and effective change management plans within organisational contexts.

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

Part 4: Assessment

Assessment strategy: There are two tasks to the assessment for this module, task one primarily examines academic study, theoretic understanding supported by practical presentation.

The second is more practitioner oriented and requires the student to reflect on in class activities that they have designed and run.

Task one: Presentation

A presentation that will assess students' ability to understand key concepts in the field of human resource development and stakeholder management, and their relationship between theory and practice.

Task two – An individual self-reflection

A critical self-reflection of work that relates to the activities undertaken in the workshops, such as a student-led workshops.

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:

Presentation (First Sit)

Description: Presentation based on a case study developing a new HRD strategy with associated plans. (20 minutes)

Weighting: 50 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2

Report (First Sit)

Description: Individual self-reflection (2,000 words)

Weighting: 50 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO3, MO4

Presentation (Resit)

Description: Individual PowerPoint presentation with notes (20 minutes)

Weighting: 50 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2

Report (Resit)

Description: Individual self-reflection (2,000 words)

Weighting: 50 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO3, MO4

Part 5: Contributes towards

This module contributes towards the following programmes of study:

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

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

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

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

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