



Module Specification

Interventions for Creativity and Change

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Part 1: Information

Module title: Interventions for Creativity and Change

Module code: UMOD3L-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: This module is designed to explore the role and contribution of creative methods in organisational interventions. Contemporary working environments are often characterised by high levels of uncertainty and ambiguity, so that sense-making and developing shared understandings may become more complex. Using techniques such as story-telling and metaphors, drawing and poetry can help to accommodate this uncertainty and ambiguity, creating the space for individuals and

organisations to develop shared understandings and insights into new ways of looking at issues, problems and situations.

Features: Not applicable

Educational aims: See Learning Outcomes

Outline syllabus: The module is structured around three themes: story, metaphor and conversation; the art and craft of sense-making; and selecting and working with creative methods.

Story, metaphor and conversation:

Organisation theory is paying increased attention to the role of storytelling and metaphor. This topic will explore the use of story, metaphor and conversation as methods of understanding and making sense of organisational themes.

The art and craft of sense-making:

This topic introduces a range of tools and techniques for accessing the experience of organising and organisations through different media and explores the use of creative methods in developing shared understanding.

Selecting and working with creative methods:

This theme works with sense-making theory to develop a critical understanding of the links between organisational context and appropriate application of creative methods.

Part 3: Teaching and learning methods

Teaching and learning methods: The approach to teaching and learning is primarily experiential and student-centred, engaging students in practical exercises, personal study, and critical reflection upon the relationship between theory and experience. Readings and theoretical inputs provide students with knowledge and awareness of current thinking on sense-making and the theory and application of a range of creative methods. Practical exercises are designed to encourage students to explore and challenge their own perspectives and practice. The assessment is

designed to provide an opportunity to reflect critically on the student's own experience of working with creative methods and upon the relationship between theory and practice.

Students will be directed towards the University Library online Study Skills resources for the development of skills appropriate to the level and style of the module; and will be advised by the module tutors on the information and time management skills required to complete the module successfully.

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 a range of creative methods in organisational interventions and their relevance for a range of professional and managerial roles.

MO2 Develop a critical understanding of sense-making theory.

MO3 Develop an ability to work with a range of creative methods to support the development of the capacity to act from critical reflection.

MO4 Develop a critical appreciation of the challenges and opportunities inherent in working with complexity, uncertainty and ambiguity.

MO5 Develop insights into effective and appropriate use of creative methods in different organisational contexts.

Hours to be allocated: 150

Contact hours:

Independent study/self-guided study = 114 hours

Face-to-face learning = 36 hours

Total = 150

Reading list: The reading list for this module can be accessed at [readinglists.uwe.ac.uk](https://uwe.rl.talis.com/modules/umod31-15-m.html) via the following link <https://uwe.rl.talis.com/modules/umod31-15-m.html>

Part 4: Assessment

Assessment strategy: Summative assessment will require the student to design and prepare an intervention plan using creative methods and write a critical evaluation (3,000 word essay) of this organisational intervention. This will include critical analysis of relevant theories or models. Formative assessment will be carried out throughout the module by setting regular tasks for students that will assess their grasp of the material covered. Tasks will be reviewed as part of the sessions.

Assessment components:

Set Exercise (First Sit)

Description: Intervention plan

Weighting: 25 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO3, MO5

Written Assignment (First Sit)

Description: 3000 word essay

Weighting: 75 %

Final assessment: Yes

Group work: No

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

Set Exercise (Resit)

Description: Intervention plan

Weighting: 25 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO3, MO5

Written Assignment (Resit)

Description: 3000 word essay

Weighting: 75 %

Final assessment: Yes

Group work: No

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

Part 5: Contributes towards

This module contributes towards the following programmes of study: