Programme Specification

Professional Practice in Change Leadership

Version: 2026-27, v1.0, Validated

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Section 1: Key Programme Details

Part A: Programme Information

Programme title: Professional Practice in Change Leadership

Highest award: PGCert Professional Practice in Change Leadership

Awarding institution: UWE Bristol

Teaching institutions: UWE Bristol

Study abroad: No

Year abroad: No

Sandwich year: No

Credit recognition: No

School responsible for the programme: CBL Bristol Business School, College of Business and Law

Professional, statutory or regulatory bodies: Not applicable

Modes of delivery: Part-time

Entry requirements: The University's Standard Entry Requirements apply with the following additions/exceptions*:

- An honours degree (a lower second or above) from a recognised UK Higher Education institution or equivalent from a recognised overseas institution OR
- An HND or equivalent professional award (for example, at NVQ 4), plus two years of relevant work experience OR
- Currently employed in a suitable professional role with leadership and/or management responsibility, with evidence of a commitment to their Continuing Professional Development.

Applicants without an honours degree or equivalent formal academic qualification would require the full support of their organisation and must normally be working in a suitable professional role. Applicants may be interviewed prior to acceptance.

Applicants whose first language is not English will normally be required to demonstrate appropriate English
Language proficiency, by obtaining:

A minimum grade of 6.5 overall with a minimum of 5.5 in each component on the British Council International English Language Test (IELTS) OR approved equivalent. For other acceptable qualifications, please visit https://www.uwe.ac.uk/courses/applying/international-applications/english-language-requirements#ielts

For implementation from: 29 October 2026

Programme code: N2Z142

Section 2: Programme Overview, Aims and Learning Outcomes

Part A: Programme Overview, Aims and Learning Outcomes

Overview: This postgraduate programme is designed for professionals seeking to develop their capacity to lead and facilitate change in complex organisational settings. It provides opportunities to critically examine contemporary theories, frameworks and practices relating to change leadership and organisational development, and to explore their application within participants' own professional contexts.

The programme adopts an experiential and practice-based approach, integrating academic study with learning derived from professional experience. Participants critically reflect on their own leadership practice, values and behaviours, while developing their ability to understand and respond to organisational complexity, culture, power, politics and processes of change. Particular attention is given to the development of facilitation, creativity, innovation, resilience, networking and collaborative working.

The programme encourages participants to become reflective and autonomous practitioners who can exercise informed judgement in complex situations. It supports continuing professional development by enabling participants to identify their strengths and development needs, enhance their leadership capabilities, and formulate strategies for their ongoing development as effective leaders and facilitators of change.

Features of the programme: The programme is distinctive in the way it combines postgraduate academic study with experiential, work-based learning, enabling participants to apply change leadership theory directly to authentic organisational challenges. Rather than treating leadership development as primarily theoretical, it places participants' own professional practice, experience and development at the centre of learning. A strong emphasis on critical reflection and reflective practice encourages participants to examine their values, behaviours and leadership capabilities while developing the judgement required to navigate organisational complexity, culture, power and politics.

The blended learning model is also distinctive, combining intensive workshops and online masterclasses with Action Learning Sets, Discussion Pods, peer learning, workplace experimentation and an individual work-based project. Assessment reinforces this practice orientation through a Personal Storyboard Presentation and substantial Reflective Project Report. Collectively, these features position participants as autonomous, reflective practitioners and facilitators of change, while developing transferable capabilities in collaboration, creativity, innovation, resilience, networking and personal development.

Educational Aims: This programme is designed to enable students to critically review their own abilities to perform effectively in a change leadership role. It will support the development of skills and understanding relevant to their current role and future career aspirations. It also encourages critical reflection on their experience of change leadership and on the application of theoretical models, frameworks, tools and techniques associated with leading complex change with organisational impact.

In addition to the Learning Outcomes, the educational experience may explore,

develop and practice, but not formally, discretely assess, the following:

Effectiveness in working in groups and teams

Understanding context (policy and organisation)

Insight into processes of creativity, innovation and inspiration

Development as a reflective practitioner and autonomous learner

Networking skills

Entrepreneurship, innovation, decision making and problem solving skills

Understanding of organisational complexity

Programme Learning Outcomes:

On successful completion of this programme graduates will achieve the following learning outcomes.

Programme Learning Outcomes

PO1. Plan, organise, implement and critically evaluate change leadership experiences and interventions in order to achieve enhanced organisational performance

PO2. Critically review an extended period of involvement in the leadership of a change initiative with organisational impact

PO3. Gather and critically reflect on feedback from supervisors, peers, clients, colleagues and tutors in order to advance own knowledge and understanding and develop professional skills to a high level

PO4. Plan own continuing professional development as a leader in order to maintain professional standards

Assessment strategy: The assessment tasks reflect the experiential, reflective and practice-based nature of the module. A Personal Storyboard Presentation

encourages students to reflect on their organisational development and change leadership journey, integrating relevant theory with their professional experience and defining a Personal Development Plan. Formative development is supported through programme learning activities, Discussion Pods and an assessment clinic.

A Reflective Project Report, based on an independently undertaken work-based project or salient organisational challenge. Students critically evaluate the application of relevant change leadership skills, tools, techniques and theory to professional practice and reflect on their development as facilitators and leaders of change.

Student support: Programme and Module Leaders

Student support for overarching academic and professional concerns, is provided by Programme Leaders, all issues relating to the content, delivery and assessment of modules is provided by Module Leaders.

Student Advisors

For concerns of a personal nature, students can access help from Student Advisors. Student Advisors provide timely, accurate and confidential advice where necessary on all aspects of the provision, for example assessment arrangements, personal circumstance procedures, progression counselling, as well as personal issues such as problems with studying or meeting deadlines, financial matters, ill health and so on including, when-relevant, how to access the wider support provided by the University. This service is supplemented by extensive online resources.

Career Support

The UWE Careers Service provides high quality professional advice and guidance focusing on enabling students to take control of and responsibility for their own career planning and progression/development. There are regular Careers and Employability What's On updates sent to all students.

UWE Careers support is integrated throughout the programme with direct input from UWE careers team. UWE Careers also offers support on developing the skills, experience and knowledge necessary for improving employability prospects. Students can access support around finding vacancies for work experience, volunteering, part time work and internships, as well as events and workshops. UWE Careers provides recruiter facing services including advertising graduate job vacancies, work experience and volunteering opportunities. There are also part time jobs advertised by the Student Union JobShop. There is specialist support for international students including specific resources developed for a range of countries. Students are introduced to the service during the induction week for the course and are encouraged to use the service all through their programme and after graduation.

Disability Services

Support for students with learning adjustments is coordinated centrally through Disability Services. This acts as a holistic service for students and applicants to the University and also supports the academic and administrative staff.

Part B: Programme Structure

Year 1
Students must take 60 credits from the modules in Compulsory Modules.

Year 1 Compulsory Moldule (Part time)
Part time students must take 60 credits in Year 1

Module Code	Module Title	Credit
UMODDR-60-M	Professional Practice in Change Leadership 2026-27	60

Part C: Higher Education Achievement Record (HEAR) Synopsis

This programme supports the development of leaders and managers with a responsibility for and an interest in leading and implementing change initiatives. It provides the knowledge and skills of not only the core principles of change leadership and management, but also the
related areas of team development and self-leadership. Throughout the programme, students will work towards becoming reflective, innovative leaders capable of driving change and improvement in professional practice.

Part D: External Reference Points and Benchmarks

The programme has been designed to reflect the UWE Bristol 2030 Strategy of delivering professionally recognised and practice-oriented programmes, which contribute to an outstanding learning experience and generate excellent career development opportunities and outcomes for all students.

The programme aligns with the QAA descriptor for a higher education qualification at Level 7 on the FHEQ Masters degree, extracted from the Framework for Higher Education Qualifications of UK Degree-Awarding Bodies, February 2024.

The views of external experts have been considered in the development and revision of the programme.

Part E: Regulations

Approved to University Regulations and Procedures: Academic regulations and procedures - Academic information | UWE Bristol