

Summary Information

Module Code	7207LODMS
Formal Module Title	OD Theories and Practices
Owning School	Leadership and Organisational Development
Career	Postgraduate Taught
Credits	10
Academic level	FHEQ Level 7
Grading Schema	50

Module Contacts

Module Leader

Contact Name	Applies to all offerings	Offerings
Kevin Flinn	Yes	N/A

Module Team Member

Contact Name	Applies to all offerings	Offerings
David Soehren	Yes	N/A
Paul McEvoy Clarke	Yes	N/A

Partner Module Team

Contact Name	Applies to all offerings	Offerings
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Teaching Responsibility

LJMU Schools involved in Delivery
Leadership and Organisational Development

Learning Methods

Learning Method Type	Hours
Workshop	24

Module Offering(s)

Offering Code	Location	Start Month	Duration
APR-MTP	MTP	April	12 Weeks
JAN-MTP	MTP	January	12 Weeks
SEP-MTP	MTP	September	12 Weeks

Aims and Outcomes

Aims	The module focuses on current theory and practice in OD and particularly on three core areas – (1) the theoretical roots of OD, (2) Organisational development models, frameworks and approaches and (3) use of self as instrument and personal presence.
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Learning Outcomes

After completing the module the student should be able to:

Code	Description
MLO1	Demonstrate advanced and integrated knowledge in the fields of contemporary organisation development theories and practice in order to create and promote sustainable business.
MLO2	To be able to analyse how these theories and empirical evidence can help to understand contemporary organisational issues.
MLO3	To apply theories to practical problems in organisations in a systemic and systematic manner.
MLO4	Critically apply a range of consultancy approaches and strategies.
MLO5	Demonstrate a preparedness to engage in continuous learning and reflection to develop new insights into professional practice.

Module Content

Outline Syllabus
OD Philosophy and Values Historical and contemporary development of OD Functioning and dynamics of social systems Systems Theory and complex adaptive systems Systems thinking Dialogic process consulting Phases of the OD consulting process The use of self in OD consulting OD theories and practices

Module Overview

Additional Information

This module is part of the MSc Programme. For Students on the Apprenticeship (SLMDA - 36519) the following standards are covered – A1 Knows how to shape organisational vision, culture and values C8 Challenges strategies and operations in terms of ethics responsibility, sustainability, resource allocation and business continuity/risk management E4 Gives and receives feedback at all levels F6 Leads and influences people G3 Knows how to use diplomacy with diverse groups of internal and external stakeholders G7 Builds trust and rapport with the ability to positively challenge others G8 Leads beyond area of control/authority, and able to influence, negotiate and use advocacy skills to build the reputation and establish effective collaborations H1 Leads by example H2 Judgement and challenge H3 Courage and curiosity H5 Professional

Assessments

Assignment Category	Assessment Name	Weight	Exam/Test Length (hours)	Learning Outcome Mapping
Report	Report	100	0	MLO3, MLO1, MLO5, MLO2, MLO4