

# OD Diagnosing and Intervention Design

## Module Information

2022.01, Approved

### Summary Information

Module Code	7208LODMS
Formal Module Title	OD Diagnosing and Intervention Design
Owning School	Leadership and Organisational Development
Career	Postgraduate Taught
Credits	10
Academic level	FHEQ Level 7
Grading Schema	50

### Teaching Responsibility

LJMU Schools involved in Delivery
Leadership and Organisational Development

### Learning Methods

Learning Method Type	Hours
Workshop	24

### Module Offering(s)

Display Name	Location	Start Month	Duration Number Duration Unit
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 Investigating and exploring the application of researched informed diagnostic and intervention design models, frameworks and approaches in order to enhance organisation effectiveness.
------	---

**After completing the module the student should be able to:**

**Learning Outcomes**

Code	Number	Description
MLO1	1	Evaluate the appropriateness and application of diagnostic models, frameworks and approaches when analysing complex problems.
MLO2	2	Apply insights from systems thinking, multi-level perspectives and social practice theories to frame complex problems
MLO3	3	Critically evaluate and apply theory-driven approaches to the development of complex interventions on individual, group and organisational level.
MLO4	4	Demonstrate expert judgement in formulating responses to complex social, cultural and ethical issues in a range of organisational contexts;
MLO5	5	Critical reflect on the strengths and weaknesses of proposed interventions and adapt intervention if required.

**Module Content**

Outline Syllabus	Levels of diagnosis– intrapersonal, interpersonal, group, inter-group, system, inter-system Diagnostic instruments Psychometric tests Action research and learning Appreciative enquiry Multicultural OD Design theories and approaches OD tools 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 A2 Understands organisational structures; business modelling A11 Able to undertake research and critically analyse and integrate complex information B2 Understands the impact of disruptive technologies (mechanisms that challenge traditional business methods and practices) B3 Understands drivers of change and new ways of working across infrastructure, processes, people and culture and sustainability C8 Challenges strategies and operations in terms of ethics responsibility, sustainability, resource allocation and business continuity/risk management E3 Creates an inclusive culture encouraging diversity and difference F1/F2 Understands organisational/team dynamics and how to build engagement and develop high performance, agile and collaborative cultures F3 Understands approaches to strategic workforce planning, including talent management, learning organisations, workforce design, succession planning, diversity and inclusion 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 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 H4 Valuing H5 Professional

**Assessments**

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

**Module Contacts**

**Module Leader**

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

**Partner Module Team**

Contact Name	Applies to all offerings	Offerings
--------------	--------------------------	-----------