

Module Descriptor

Facilitation and Dialogue			
Module Code:	UCBS7305	CAT credits:	20
Mode(s) of delivery:	Face to face: Residential	NQF Level:	7
Owning Department:	Department of Business, Law and Social Sciences	Module Leader:	Dr Ian Chapman
Validation start date:	September 2017	JACS Code:	N200, N215, N212

Aims of the Module

This is a skills based module which will develop individual leadership characteristics, improve negotiation, dialogue, collaboration and facilitation within groups and teams. You will critically analyse theories of group process and facilitation in order to engage in the cognitive science of decision making.

Comparing and reflecting upon joint experiences at the residential will allow you to develop skills that are immediately transferable to the workplace. Thus you will examine ideas and techniques associated with facilitation of, or membership in learning groups, critiquing your own practice and the practice of others. You will understand, through the process of experiential learning, your own habitual patterns of perceiving, believing and behaving in groups in order to enhance leadership practice.

The module includes the opportunity to both experience and facilitate a learning group during the residential programme of study.

Intended Learning Outcomes

On successful completion, you will be able to:

1. Critically appraise theories of group functioning, small group dynamics and facilitation
2. Critically examine the performance of a learning group and the role of facilitator
3. Self-evaluate your behaviour in groups and teams through reflection on feedback from a range of stakeholders
4. Demonstrate advanced and critical reflexivity on your role as a facilitator and/or leader within a sustainable leadership agenda

Indicative Module Content

Dialogue, collaboration and facilitation in the workplace

Learning by doing: the importance of experiential learning and reflective practice

Theoretical approaches to the life and facilitation of learning groups including psychological and sociological perspectives.

Uses (and abuses) of psychometric tests

Observation, practice and evaluation in groups.

Cognitive science of decision making

Ethics, culture and diversity in group activities

Politics, sociocracy and democracy

Facilitation experience with and evaluation of a group during the module.

Subsequent facilitation of and reflection on a group performance in an experiential learning context.

Indicative Student Workload (hours)	
Scheduled learning and teaching	24
Guided independent study	176

Formative Assessment –
Formative assessment provides an opportunity for you to receive feedback on work as part of your learning for the module. Formative work does not have marks awarded that contribute to the final module mark.
Working within a range of group and team activities throughout the residential programme you will give and receive feedback to and from peers, tutors and facilitators on team membership, cohesion, leadership and facilitation roles.

Summative Assessment –					
Summative assessment provides the opportunity for you to demonstrate that you have met the learning outcomes for the module.					
	Size of the assessment	ILOs assessed	Weighting	Is anonymous marking possible?	Core element?*
Portfolio	4,500	1,2,3,4	100%	No	Yes
* By default, your final module grade will be an aggregated mark. However, if this box is marked 'yes,' then you <i>must</i> successfully pass this item of assessment regardless of the overall aggregated mark.					

Reassessment
Reassessment in the failed component(s) will be undertaken as stated in the Academic Regulations.

Indicative Core Bibliography
Ghais, S. (2005) <i>Extreme facilitation: Guiding groups through controversy and complexity</i> . San Francisco: Jossey-Bass.
Heron, J. (1993) <i>Group Facilitation: Theories and Models for Practice</i> . London: Kogan Page
Isaacs, D. (1999) <i>Dialogue and the Art of Thinking Together</i> . New York, Doubleday
Raelin, J. A. (2003) <i>Creating Leaderful Organisations: How to Bring out Leadership in Everyone</i> . San Francisco: Berrett-Koehler.
Starhawk (2012) <i>The Empowerment Manual: a guide for collaborative groups</i> . Canada: New Societies Publisher.
In addition, refer to Quest, ABI-Inform and other e-resources for journal articles and reports. See http://www.cumbria.ac.uk/StudentLife/Learning/Resources/Subjects/Business/Home.aspx for more information

Additional Notes
This module is residential. You will be asked to prepare for the residential element of the module through pre-course reading and preparation guided via the VLE.

Stand-Alone Study
This module is available as a standalone module. There are no specific entry requirements for this module but you must demonstrate that you are able to study at the appropriate level. Students registering and enrolling for the module as a standalone qualification will, upon passing, receive a University Certificate of Achievement.