

Module code: MOD003146	Version: 5 Date Amended: 01/Sep/2022
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1. Module Title
Organisational Transformation in Health and Social Care

2a. Module Leader
Nebil Achour

2b. School
School of Allied Health and Social Care

2c. Faculty
Faculty of Health, Medicine and Social Care

3a. Level
7

3b. Module Type
Standard (fine graded)

4a. Credits
30

4b. Study Hours
300

5. Restrictions			
Type	Module Code	Module Name	Condition
Pre-requisites:	None		
Co-requisites:	None		
Exclusions:	None		
Courses to which this module is restricted:	None		

LEARNING, TEACHING AND ASSESSMENT INFORMATION

6a. Module Description

The strategic imperative for change has been validated by academics world-wide for some time. It has been suggested that the average life expectancy for companies is forty three years. Indeed it has been suggested that out of forty three companies who were considered excellent only fourteen were still considered so five years later. Health and social care institutions (e.g. NHS) are continuously striving to improve themselves and attain excellence against a backdrop of relentless change. The ability to accept rapid and significant change as an inevitable consequence of life is a pre-requisite for organisational survival. This ability of organisations to adopt change rather than merely adapt to it is one of the major hall marks of a learning organisation. In these organisations, organisational learning becomes the mechanism by which organisational competencies can keep pace with national, local or international challenges. The development of whole-system change initiatives have become the cornerstone; the gold standard approach in managing complex change manifested through individuals who seek to improve service delivery. Change is inevitable, and it is readily accepted that to remain the same increases organisational risk, however, applying change management strategies to complex and high challenge organisations can be a difficult task yet essential task in today's pursuit of organisational efficiencies.

Face to face learning will be supported by campus based lectures and workshops while distance learning will be supported by the use of discussion boards as well as telephone, Skype and other means of communication with students.

6b. Outline Content

- Organisational Change
- Learning organisation
- Change Theory
- Project Management
- Strategy Formation
- Reflective practice

6c. Key Texts/Literature

The reading list to support this module is available at: <https://readinglists.aru.ac.uk/>

6d. Specialist Learning Resources

None

7. Learning Outcomes (threshold standards)		
No.	Type	On successful completion of this module the student will be expected to be able to:
1	Knowledge and Understanding	Identify and critically appraise the concepts of organisational transformation.
2	Knowledge and Understanding	Critically compare different models using appropriate conceptual frameworks showing an appreciation of the complex balance between hard and soft approaches to health and social care organisational development.
3	Knowledge and Understanding	Critically analyse the impact of management and leadership on the human resource throughout the implementation of change.
4	Intellectual, practical, affective and transferrable skills	Develop and demonstrate a critical understanding of the utility of strategic intervention/diagnostic activities.
5	Intellectual, practical, affective and transferrable skills	Design and manage and evaluate strategies for organisational transformation, taking account of wider managerial issues.

8a. Module Occurrence to which this MDF Refers				
Year	Occurrence	Period	Location	Mode of Delivery
2026/7	ZZF	Template For Face To Face Learning Delivery		Face to Face

8b. Learning Activities for the above Module Occurrence			
Learning Activities	Hours	Learning Outcomes	Details of Duration, frequency and other comments
Lectures	40	1-5	Scenario based discussion, informal lectures presentations, tutorial support
Other teacher managed learning	0	0	None
Student managed learning	260	2-5	Preparation for presentations and assignments
TOTAL:	300		

9. Assessment for the above Module Occurrence					
Assessment No.	Assessment Method	Learning Outcomes	Weighting (%)	Fine Grade or Pass/Fail	Qualifying Mark (%)
010	Coursework		100 (%)	Fine Grade	40 (%)
Essay (4000 words)					

In order to pass this module, students are required to achieve an overall mark of 40% (for modules at levels 3, 4, 5 and 6) or 50% (for modules at level 7*).

In addition, students are required to:

- (a) achieve the qualifying mark for each element of fine graded assessment as specified above
- (b) pass any pass/fail elements

[* the pass mark of 50% applies for all module occurrences from the academic year 2024/25 – see Section 3a of this MDF to check the level of the module and Section 8a of this MDF to check the academic year]