

BXL623 Supporting Development

Level: 6

Credit Units: 5 Credit Units

Language: ENGLISH

Presentation Pattern: EVERY SEMESTER

Synopsis:

In this course, learners will examine a range of examples of development and growth in different organisations. In the process they will uncover assumptions about learners, learning, innovation, and change. The language of ‘skill’, ‘capability’ and ‘development’ and its implications for approaches to talent development will be an important focus. They will examine cases where organisations use a war of talent and a wealth of talent approach and their outcomes. This will provide an overarching frame for conceiving of development in and of the organisation. Such framing also impacts on relations between educational institutions/training providers and enterprises. Supporting development in and of an organisation, requires understanding of what it means to have meaningful relations between institutions in the ecosystem that can support an organisation’s capability development and strategic directions.

Topics:

- Approaches to learning and development in organisations
- War of talent or wealth of talent and the role of HR
- Implications of talent development approaches for learning, innovation and change
- Do organisational development approaches help?
- Does language matter? Skills, capability and development
- Skill development in organisations
- Leaders supporting development – what does it entail?
- Relations between institutions in ecosystems for supporting a wealth of talent
- Labour markets, job design, institutional frameworks and business models
- How ecosystems contribute (or not) to talent development
- Designing a plan for supporting development
- Reflexively synthesising key concepts

Learning Outcome:

- Differentiate between different approaches to talent development
- Critique ecosystems relations that enhance or inhibit learning and development
- Examine the implications of language use of skills, capabilities and development
- Create a frame for analysing development in relation to learning, innovation and change
- Judge current development approaches and their alignment with organisational strategic
- Design a plan for supporting development

Assessment Strategies (Evening Class):

Components	Description	Weightage Allocation (%)
Overall Continuous Assessment	TUTOR-MARKED ASSIGNMENT 1	30

Overall Continuous Assessment	PARTICIPATION 1	20
Overall Examinable Components	ECA	50
Total		100