

H7FLAD: Facilitation of Learning and Development

Module Code:	H7FLAD
Long Title	Facilitation of Learning and Development APPROVED
Title	Facilitation of Learning and Development
Module Level:	LEVEL 7
EQF Level:	6
EHEA Level:	First Cycle
Credits:	10
Module Coordinator:	EDITH RACHEL DOHERTY
Module Author:	Isabela Da Silva
Departments:	School of Business
Specifications of the qualifications and experience required of staff	
Learning Outcomes	
<i>On successful completion of this module the learner will be able to:</i>	
#	Learning Outcome Description
LO1	Examine the various facilitation models and techniques available to support learning
LO2	Prepare for an engaging and impactful learning and development activity
LO3	Deliver a learning and development activity using effective and inclusive facilitation methods
LO4	Demonstrate strategies which support the transfer of learning to the workplace
LO5	Consider the role of line managers in supporting the transfer of Learning
LO6	Reflect on your own facilitation skills and how to improve on them in the future.
Dependencies	
Module Recommendations	
No recommendations listed	
Co-requisite Modules	
No Co-requisite modules listed	
Entry requirements	As per programme requirements.

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Module Content & Assessment	
Indicative Content	
Conceptual nature of Facilitation Contrast between Facilitation and other concepts such as training Facilitation models Facilitation techniques Use of technology in virtual facilitation Outcomes of facilitation Uses of facilitation in different contexts	
Facilitation Methods Group behaviour Techniques for managing group dynamics Questioning Formative feedback Ensuring inclusivity	
Resources for Facilitation Purpose of resources Types of resources Facilitator prepared resources Learner generated resources Use of imagery, colour, sound Accessibility considerations in choice of resources	
Facilitating Virtual Classrooms Digital tools for live facilitation Tools for effective engagement in the virtual classroom	
Transfer of Learning Factors affecting transfer Types of learning transfer Effective learning transfer	
Role of Line Managers Involvement in programme design Involvement in programme delivery Involvement in follow-up activities Role in transfer of learning	
Assessment Breakdown	
End of Module Assessment	100.00%
Assessments	
Full Time	
No Coursework	
End of Module Assessment	
Assessment Type:	Terminal Exam
Assessment Date:	End-of-Semester
Non-Marked:	No
Assessment Description:	In teams of 2, learners will be expected to deliver a fully facilitated learning session using appropriate methods and techniques to successfully deliver the Learning Objectives of the session. The team prepare the session together, however their facilitation skills on the day are assessed individually. This will be followed by a Q&A session whereby Learners will be tested on their knowledge of various concepts related facilitation within the work setting. The Q&A is robust and individually assessed.
No Workplace Assessment	
Reassessment Requirement	
Coursework Only <i>This module is reassessed solely on the basis of re-submitted coursework. There is no repeat written examination.</i>	
Reassessment Description Repeat Assessment will involve a repeat session. One re-submission attempt only will be allowed.	

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Module Workload				
Module Target Workload Hours 0 Hours				
Workload: Full Time				
<i>Workload Type</i>	<i>Workload Description</i>	<i>Hours</i>	<i>Frequency</i>	<i>Average Weekly Learner Workload</i>
Lecture	Classroom and demonstrations	35	Per Semester	2.92
Independent Learning	Independent learning	215	Per Semester	17.92
Total Weekly Contact Hours				2.92

Module Resources

Recommended Book Resources

- BEEVERS, K., Hayden, D. and Rea, A. (2019), Learning and development practice in the workplace, 4th ed. CIPD Kogan Page, London.
- Armstrong, M. (2021), Armstrong's Handbook of Learning and Development, 1st ed. Kogan Page, London.
- Hayden, D., Beevers, K. & Rea, A. (2019), Learning and Development Practice in the Workplace, 4th ed. Kogan Page.
- Garavan, T., Hogan, C. & Cahir-O'Donnell, A. (2020), Learning & Development in Organisations, IITD, Dublin.

Supplementary Book Resources

- SCHWARZ, R. (2017), The skilled facilitator: a comprehensive resource for consultants, facilitators, managers, trainers and coaches, Jossey-Bass Schwarz, R John Wiley & Sons.
- GARNER, E. (2012), Facilitation skills: empowering groups to grow, Bookboon.com, London.
- MANN, T. (2007), Facilitation – an art, science, skill or all 3, Resource Production, Bradford.
- GARNER, E. (2012), Teambuilding: how to turn uncohesive groups into productive teams, Bookboon.com.
- HERON, J. (2004), The complete facilitator's handbook, Kogan Page, London.
- JENNINGS, S. (2010), Creative drama in groupwork, 2nd ed. Speechmark.
- MOON, J.A. (2004), A handbook of reflective and experiential learning: theory and practice, Routledge Falmer.

This module does not have any article/paper resources

Other Resources

- [Journal], <http://iaf-world.org/index/ToolsResources/IAFJournal.aspx>.
- [Journal], Human Resource Development International, <http://www.cipd.co.uk/journals>
- [Journal], Human Resource Development Quarterly, <http://www.cipd.co.uk/journals>
- [Journal], International Journal of Training and Development, <http://www.cipd.co.uk/journals>
- [Website], McBrown, J. (2018), What are facilitation skills and how do you facilitate? Web article. Horsham: Roffey Park Institute, <http://www.roffeypark.com/learningand-facilitation/what-are-facilitation-skills-and-how-do-you-facilitate>
- [Website], Mind Tools, <http://www.mindtools.com/pages/article/newL6144.html>
- [Website], www.td.org/talent-development-glossary/terms/what-is-facilitation.
- [Website], Association for Talent Development (ATD), formerly ASTD, the American association concerned with developing talent in organisations.
- [Online], CHARTERED INSTITUTE OF PERSONNEL AND DEVELOPMENT.
- [Online], CIPD. Learning & Development Strategy, <https://www.cipd.co.uk/knowledge/strategy/development>
- [Online], CIPD Learning & Skills at Work Report 2021, <https://www.cipd.ie/news-resources/reports/learning-skills-work-survey#ref>
- [Online], Houghton, E. (2020) Strategic human resource management. Factsheet. London: Chartered Institute of Personnel and Development., <http://www.cipd.co.uk/knowledge/strategy/hr/strategic-hrm-factsheet>
- [Online], Sharp, S. and Green, M. (2020) Organisation development. Factsheet. London: Chartered Institute of Personnel and Development., <http://www.cipd.co.uk/knowledge/strategy/organisational-development/factsheet>

Discussion Note: