

H7SFDDL: Strategy and Future Developments in Learning & Development

Module Code:	H7SFDDL
Long Title	Strategy and Future Developments in Learning & Development APPROVED
Title	Strategy and Future Developments in Learning & Development
Module Level:	LEVEL 7
EQF Level:	6
EHEA Level:	First Cycle
Credits:	5
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	Analyse the key factors influencing achievement of strategic objectives in varying organisational contexts and their impact on L&D practice
LO2	Assess current organisational priorities and the associated issues and causes
LO3	Examine how L&D strategies can respond to and exploit the opportunities arising from varying contextual factors
LO4	Identify emerging trends and challenges in the profession
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	
Business Context of Learning & Development External analysis of the business context using tools such as iPESTLE, or Porters 5 forces. Internal analysis of the organisation and its business context using tools such as SWOT Contemporary factors impacting business decisions such as EU, Brexit, talent shortages, recession etc Current priorities of organisations in Ireland	
Organisation strategy Explaining organisational strategy Connections between organisational strategy and learning & development strategy How learning & development supports organisational strategy	
The future of work How technology is shaping the future of work Sustainability and the impact on organisations Demographic shifts such as ageing, population migration How these factors impact learning & development strategy and practice	
Future Trends in Learning & Development Self-directed and social learning The curation vs creation of learning & development Future developments of technology in learning & development – both synchronous and asynchronous.	
Assessment Breakdown	%
Coursework	100.00%

Assessments

Full Time			
Coursework			
Assessment Type:	Project	% of total:	100
Assessment Date:	n/a	Outcome addressed:	1,2,3,4
Non-Marked:	No		
Assessment Description: A project team will prepare a paper that comprehensively addresses the requirements of Learning Outcomes 1-4. The team will then make a presentation of their paper to a team of assessors. Each member of the team must be prepared to answer questions on any aspect of the team's work. The Q&A session will be robust and used to assess the learners on an individual basis. In completing the team and individual elements of the assessment requirements, learners will be expected to show evidence of outside reading and of utilising sources of professional good practice to support their discussion and arguments made. Marks will be awarded for breadth and depth of research and demonstration of understanding of practical implications			
No End of Module Assessment			
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 the re-submission of the project. 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	21	Per Semester	1.75
Independent Learning	Independent learning	104	Per Semester	8.67
Total Weekly Contact Hours				1.75

Module Resources

Recommended Book Resources

- Carbery, Ronan;Cross, Christine. (2019), Human resource management Basingstoke, Palgrave Macmillan.
- Taylor, S. and Perkins, G. (2021), Work and Employment in a Changing Business Environment, CIPD Kogan Page.
- Doloriert, C., Boulton, W. and Sambrook, S. (2017), Facilitating collective and social learning, CIPD Kogan Page, E-book.
- Armstrong, M. and Taylor, S. (2020), Armstrong's handbook of human resource management practice, 15th ed. Kogan Page.
- Armstrong, M. (2021), Armstrong's handbook of learning and development: a guide to the theory and practice of L&D London, Kogan Page.
- Cross, Christine;Carbery, Ronan. (2015), Human resource development: a concise introduction, Palgrave.
- Beardwell, Julie and;Thompson, Amanda. (2017), Human resource management: a contemporary approach, Pearson Education, Harlow, United Kingdom.
- Page-Tickell, R. (2018), Learning and development, 2nd ed. CIPD Kogan Page, London.

Supplementary Book Resources

- Bingham, T. and Conner, M. (2015), The new social learning: connect, collaborate, work, 2nd ed. VA: ATD Press, Alexandria.
- Hart, J. and Jarcho, H. (2014), Social learning handbook: the next generation of learning practices in the age of knowledge sharing and collaboration, Centre for Learning & Performance Technologies, London.

This module does not have any article/paper resources

Other Resources

- [Journal], CIPD Topic Page on Learning & Development Strategy, <https://www.cipd.co.uk/knowledge/strategy/development>
- [Journal], CIPD Learning & Skills at Work Report 2021, <https://www.cipd.ie/news-resources/reports/learning-skills-work-survey#graf>
- [Journal], 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>
- [Journal], 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: