



MN3026 – REFLEXIVE PRACTICE IN MANAGEMENT AND ORGANISATIONS

MODULE TYPE/SEMESTER: Junior Honours/**Option** (20 Credits)/Semester 2

PRE-REQUISITE(S): MN1001, MN1002, MN2001 and MN2002

MODULES REQUIRED FOR:

MODULE CO-ORDINATOR: Dr Frank Siedlok fs70@st-andrews.ac.uk

MODULE LECTURER(S): Dr Frank Siedlok fs70@st-andrews.ac.uk
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AIM:

Individuals are always changing in response to experience. Shifts in understanding of ourselves and others, and how we interpret the world around us, follow from this. Reflexive Practice allows managers to be more aware of how they and others are affected by experience, and so be more thoughtful in how they interpret and guide processes and events in organizations. This module helps participants to understand and build a capacity for Reflexive Practice, paying attention to how embodiment, emotions, rationality and relationality are all involved in our day-to-day experiences. Working with key literature sources and multi-media informed dialogue in intensive group workshops, participants will develop their knowledge, awareness and skills, and creatively explore applications to management.

METHOD OF TEACHING & LEARNING:

This module is delivered through a programme of lectures, intensive workshops and individual student meetings. The 31 scheduled learning hours are comprised of

- Six 1-hour lectures
- Six 3-hour group workshops
- One 1-hour individual supervision meeting

All of the workshops involve guidance from the module tutor, small group discussions and generative groupwork, and plenary discussion. The individual supervision meeting is allocated to a discussion of the student's plan for the major individual assessment. The module also involves an estimated 168 hours of guided independent learning.

LEARNING OUTCOMES:

By the end of the module students will be able to:

- Understand reflexivity and its importance in shaping (and challenging) our interpretations of events, processes and people in response to experience.
- Understand how experience in organizational and everyday life involves embodied, emotional, rational and relational levels, and how these impact on managers.
- Engage in Reflexive Practice at embodied, emotional, rational and relational levels, through interoception, perceptions, rational engagement and relational dialogue.
- Creatively apply the principles of Reflexive Practice to the work of managers in organizations and to be able to articulate the benefits of doing so.
- Continue to develop their own Reflexive Practice, and applying these skills in their studies, research projects and future management careers.

INDICATIVE TOPICS:

Week 1: Reflexivity and Reflexive Practice in Management and Organization Studies

Week 2: Embodiment in Reflexive Practice - variations, examples and applications

Week 3: Emotions in Reflexive Practice - variations, examples and applications

Week 4: Rationality in Reflexive Practice - variations, examples and applications

Week 5: Relationality in Reflexive Practice - variations, examples and applications

Week 6: integrating themes and applications for future personal and management practice

Week 7: individual student one-to-one meetings to discuss assessment portfolio proposals

Week 8: individual student one-to-one meetings to discuss assessment portfolio proposals

ASSESSMENT:

100% coursework, comprised of:

- Group portfolio, 20% of grade: Students will work in groups of 5-6.
- Individual portfolio proposal, 15% of grade: A 500-word proposal for the themes that the student intends to focus on in their major individual assessment.
- Individual portfolio, 65% of grade: Students are required to prepare a portfolio in the form of a slide deck presentation file accompanied by a 500-word explanatory note. *Students are not required to deliver the presentation.*

CORE READING LIST:

Reading list will be provided on Moodle prior to the start of the module.

Organisation of courses may be subject to change without notice.