This element involves a 2500 word essay

**Objectives**

This part of the coursework is designed to develop your ability to:

1. summarise key theoretical issues
2. use academic models and frameworks to understand development of organisations
3. undertake critical evaluation and present a succinct, reasoned, coherent argument

**Task**

**Using two OD themes from the list of 6 below. Critically analyse your experience of the group’s OD project. Illustrate your arguments with examples.**

The assessment is designed to provide an opportunity to reflect critically on your experience of organisation development, its theoretical underpinnings, and its implications for organizational practice. Using relevant OD theory you will need to review and analyse your experience/s of the group OD project and discuss how your insights into your experiences of OD can contribute to an understanding of the effective and sustainable development of organisations

The total word count 2,500 (+ 10% tolerance 2750 maximum).

1. trust/ power/ control,
2. culture/ language,
3. organisational learning,
4. systems / complexity approaches
5. psychoanalytic/ group process,
6. relational approaches to change/ person-centred change

**Weighting**

60% of your overall coursework mark (45% of overall module mark).

**Format of Written Work**

1. 2500 words (+10% which is maximum of 2750 words) excluding reference pages. Writing beyond this maximum limit will not be read or marked
2. Word count **includes everything in the main body** of the essay (including headings, tables, citations, quotes, lists, acronyms and numbers expressed as digits or in words. etc.)
3. **The reference/ bibliography pages and any Appendix at the end** are **excluded** from the word count.
4. Appendices may be included for reference but will not be marked

**Assessment Criteria**

Tutors will mark the essay based on the following assessment criteria:

1. Knowledge and understanding of relevant theories
2. Demonstrating an awareness of breadth and depth of relevant literature
3. Analysis linking theory and practice
4. Critical evaluation and coherent argument