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Best Practice Identification In A Relevant Industry

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Full Title - Best practice identification in a relevant industry and its application to the workplace

Overview of the Assessment Strategy

This assessment is used on a number of Postgraduate programmes in the Department of Lifelong Learning in TUS Midlands campus as part of the programme capstone module. The assessment consists of two components and involves presenting skills and peer review and work-based learning in component two.

In component 1, learners identify a best practice or gold standard organisational / departmental system/ S.O.P or design / workflow in their domain. They are then asked to justify their rationale for the method selected, giving examples of its use, efficiencies and some of the key industry companies who use it. This comes in the form of an essay of 600-900 words.

In Component 2, learners are asked to map out the current system they use in their own organisation regarding what corresponds to the gold standard they identified in Component.

They then identify gaps that exist / or areas for improvement in their system based on what they have identified as best practice/ gold standard for the industry. Following this they are asked to make recommendations for improvement to this system.

Next, they must compose and deliver a 5 min presentation (with 5 minutes of questions after) of their proposal to improve their current system and bridge the gap between how their company operates now and how to get it to the gold standard for the industry. This can be attended by their senior management /board of directors, lecturer and two of their class peers X 2.

Following on from the presentation, they must collect feedback from their colleagues/supervisors and peers, and compose a summary of their comments and feedback as part of component 2

The final part of component 2 is to critically evaluate the discussion and recommendations and submit the final improvement proposal in order of priority, validating why they are so, and identifying any potential challenges for implementation of their idea into their workplace that need to be considered.

Rationale for using this assessment strategy

This type of assessment encompasses a number of key learning methodologies:

Component 1 allows learners to use skills in research methodology, academic writing and critical thinking.

Component 2 highlights the importance of work-based learning. It also allows learners to use skills like active listening, peer review and peer assessment, giving and receiving feedback and of course presentation skills.

It involves researching the industry they are in, thus broadening their knowledge base. Sponsors from work attend the presentation, reinforcing the relevance of what they are doing. It brings together all learning outcomes of the programme modules.

Identify best practice or gold standard in your professional domain

Map out the current system in your professional domain in relation to the company you work for

Identify gaps that exist / or areas for improvement in your workplace using what you have identified as best practice as a guide. Make recommendations for improvement

Develop and deliver a 5 min presentation of your proposal for senior management (sponsor) / board of directors, lecturer and peers x 2 (there will be 5 minutes of questions also)

Stress test your recommendations with a colleague/ supervisor and two peers. Compose a summary of their comments and feedback

Critically evaluate the discussion and recommendations and present your final list of recommendations in order of priority, validating why they are so and identifying potential challenges for implementation that need to be considered