

Peer Learning

Beginning on week 3, each week the learning pairs listed below will deliver a 30 minute learning experience for other students. This learning experience can be delivered using any method that the 'teachers' (the learning pair) feel is appropriate. Each week it is expected that the 'peer teachers' will produce the following:

- Overview of the topic
- Critical reflection of the topic (multiple perspectives of the topic under discussion)
- Your opinion on the topic - your perspective based on evidence
- Use powerful images (this could be an activity) to create a memorable experience for your fellow students

The first part should last 15 minutes and should be followed with a further reflective activity that should last another 15 minutes (e.g. ask a powerful question and get people talking in groups and reporting back to you). Timing is important and all learning pairs need to ensure that their session lasts for a minimum of 25 minutes and maximum of 30 minutes.

This learning activity (being a peer teacher) should be of interest to you as it helps the learning pair to develop deep knowledge of core HRM content, as well as core competencies for a fast-changing world, such as critical thinking and communication skills.

Schedule:

15th October:

Gene and Sam:

- Argue the cases for and against employment flexibility from both the employer's perspective and that of the employee. Use organisational examples to illustrate your points.

Josh and Elle:

- Explain Porter's 5 Forces Model and comment on its usefulness as a tool of competitive analysis. Apply this model to your organisation.

22nd October:

Carly and Bec:

- How is operating in a global context currently impacting on your organisation, or an organisation you are familiar with? What are the implications for HR strategy?

Natalia and Emma:

- How are technological trends impacting on HR strategy in your organisation? What are your organisation's challenges for the future in terms of advancements in this area?

Lauren and Sian:

- Critically evaluate the performance management system in your organisation. How effective is it in improving a) organisational performance and b) individual performance. What criteria are used to measure performance?

29th October:

Dayna and Julie *plus* Mathew and Julia:

- How have social and demographic trends impacted on your organisation, or an organisation you are familiar with? What are the implications for HR Strategy?

Rosie and Luke:

- How has the HR function changed in your organisation and how might it need to change in the future to ensure its own survival?

5th November:

Hannah and Jacqui:

- How is quality management organised in your organisation? How effective is it in improving quality and satisfying customer needs?

Lorna and Chellsey:

- Critically examine the 'best practice' approach to HR strategy. To what extent does your organisation follow this strategic model?

Deborah and Sam Rowlands:

- Critically analyse the PESTLE and SWOT tools as a means of analysing the business environment. Explain what tools your organisation uses to inform future strategy and why.

12th November:

Grace and Emily:

- Why is environmental analysis so important to organisations today? How can the results of an environmental analysis assist in the strategic management process? Use examples from your own organisation.

Bec and Steph:

- How has government policy and legislation affected your organisation in the last 5 years? What were the implications for HR strategy? What is your organisations biggest concern in this area going forwards?

Hannah G, Sarah L and Amy:

- Critically examine the business case for a diverse and inclusive workplace. Include organisational examples.