Course Specifications
Valid in the academic year 2018-2019

Consulting (H001996)

Valid in the academic year 2018-2019

Course
Specifications

Lecturers in academic year 2018-2019
Van de Ven, Bart
PP09 lecturer-in-charge

Course offerings and teaching methods in academic year 2018-2019
A (semester 2) English practicum 15.0 h
lecture 15.0 h

Offered in the following programmes in 2018-2019

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<th>Programme</th>
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<td>Master of Science in Psychology (main subject Personnel Management and Industrial Psychology)</td>
<td>5</td>
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<tr>
<td>Master of Science in Psychology (main subject Teacher Education and Training)</td>
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Teaching languages
English

Keywords
consulting, interventions, evidence-based management

Position of the course
This course (Consulting) aims to give students insight in the process of consulting. Further the focus is on the implementation of evidence-based interventions in companies. For this purpose, the current state of the art in research and practice in management and consulting is critically reviewed. Also specific methods and skills a consultant needs in practice are explored and trained.

Contents
In this course, the following subjects are treated:
- the consulting profession
- consultant roles
- management fads
- evidence-based management
- evidence-based consultancy
- critical thinking
- performance interventions
- outsourcing in HR
- Surveys in organisations
- Networking
- Business Case

Initial competences
This course builds further on:
- Work, Health and Well-being
- Leadership and Multi-level Research in Organizations

Final competences
1 To know the different skills and roles of a consultant in each phase of the consultancy process.
2 To be critical towards management fads.
3 Explain how an evidence-based decision is made and to apply this in practice.
4 Argument the importance of evidence based consulting
5 Understand the history of the evidence-based movement.

(Approved) 1
6 Acknowledge the importance of human bias.
7 Argument how performance of individual employees can be influenced by interventions.
8 Pay attention to the pro’s and con’s of outsourcing in HR.
9 Recognize all necessary steps in a well-performed organizational survey.
10 Acknowledge the importance of a good network.
11 Collaborate with colleagues to implement consultancy skills on a realistic case.
12 Apply the principles of Flawless Consulting and Evidence-based Management in a creative manner.
13 Present a solution to a client in a convincing manner.

Conditions for credit contract
Access to this course unit via a credit contract is determined after successful competences assessment.

Conditions for exam contract
This course unit cannot be taken via an exam contract.

Teaching methods
Lecture, practicum.

Extra information on the teaching methods

Learning materials and price
• Course material provided by the Department
Estimated cost: 50 €
course material available in English for exchange students

References

Course content-related study coaching
• Interactive support using MINERVA.
• By appointment.

Evaluation methods
end-of-term evaluation and continuous assessment

Examination methods in case of periodic evaluation during the first examination period
Written examination

Examination methods in case of periodic evaluation during the second examination period
Written examination

Examination methods in case of permanent evaluation
Participation, assignment, peer assessment

Possibilities of retake in case of permanent evaluation
examination during the second examination period is possible in modified form

Extra information on the examination methods
Details on permanent evaluation:
Method:
• presentation business case
• paper
Frequency:
• the group assignment will be evaluated at least once in between and after completion.
• the evaluation is based on the evaluation of progress during the exercises (25%) and on the end result (75%) (presentation and paper).
Description of second exam opportunity:
• For the non-periodical evaluation there is the possibility for an alternative exam in the second examination period. Description: If the student did not attend a substantial part of the exercises, s/he will write a paper wherein the principles of evidence-based management are applied to a specific...
A combination of periodic (60%) and permanent (40%) evaluation. Students who eschew one or more parts of the evaluation can no longer pass the course. Final scores will be reduced to the highest non-deliberative quotation (7/20) in case the final score is higher.

Feedback:
- feedback is provided during the exercises. On the one hand, the teacher will provide individual and group feedback on the presented business cases. On the other hand, student provide each other with feedback by peer-assessment that is orally elaborated on.

Calculation of the examination mark
A combination of periodic (60%) and permanent (40%) evaluation. Students who eschew one or more parts of the evaluation can no longer pass the course. Final scores will be reduced to the highest non-deliberative quotation (7/20) in case the final score is higher.