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| Title: | **Developing Critical Thinking (M5.04)** | | |
| Level: | 5 | | |
| Credit value: | 4 | | |
| Learning outcomes (the learner will) | | Assessment criteria (the learner can) | |
| 1. Be able to critically assess own beliefs, attitudes and value systems | | 1.1  1.2 | Explain the difference between beliefs, attitudes and values  Critically assess the impact of beliefs, attitudes and values on own behaviour |
| 1. Be able to critically assess the validity of management theories in relation to own beliefs, attitudes and values | | 2.1  2.2  2.3 | Identify management theories relevant to your role  Critically assess the impact of own beliefs, attitudes and values on a management theory relevant to your role.  Use the critical assessment to evaluate how someone with different beliefs, attitudes and values might interpret the theory differently |
| **Additional information about the unit** | |  | |
| Unit purpose and aim(s) | | To develop the ability to think and reflect critically as required by a potential or practising middle manager. | |
| Details of the relationship between the unit and relevant national occupational standards or professional standards or curricula (if appropriate) | | Links to MSC 2004 NOS | |
| Assessment requirements or guidance specified by a sector or regulatory body (if appropriate) | |  | |
| Support for the unit from a sector skills council or other appropriate body (if required) | | Management Standards Centre (MSC) | |
| Location of the unit within the subject/sector classification system | | Business Management | |
| Unit guided learning hours | | 18 | |

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| **Additional Guidance about the Unit** | |
| **Indicative Content:** | |
| 1 | * Basic principles of logic * Use of logic to establish causal relationships * Skills in presenting rational arguments and debating points of view * Value and purpose of reflection in supporting learning * Using structured reflection to make sense of experience * Value of discussion in resolving problems * How emotions, values and beliefs affect rational discourse * Techniques for comparing and evaluating alternative propositions critically * The development of the scientific method (observation, hypothesis, prediction and testing) and its value in natural and social sciences * Inductive and deductive reasoning * Techniques for testing theories (experimentation, empirical studies, observation, etc) * Best practice in the development and dissemination of theories or practices |
| 2 | * Theories of management such as Human Relations, Scientific Management, Contingency Theory, Systems Theory, Bureaucratic Management * Significance of beliefs, attitudes and value systems in shaping human behaviour * Relationship between beliefs, attitudes and value systems and culture and norms (eg socialisation) * Reality and perceptions of reality |