

WM198-15 Introduction to Organisations

26/27

Department

WMG

Level

Undergraduate Level 1

Module leader

Sheri Sankey

Credit value

15

Module duration

14 weeks

Assessment

Multiple

Study locations

University of Warwick main campus, Coventry Primary

Distance or Online Delivery

Description

Introductory description

To gain competitive advantage, organisations need "T" people - stakeholders who have both a broad skill set and specific expertise. Apprentices can become "T" people by broadening their understanding of organisations. Exposing apprentices to organisational theories and concepts, we enable them to develop skills in areas including management, solution delivery, and leadership. This module explores key themes in business by examining management and leadership theories, while equipping apprentices with the insights and practical skills needed to navigate today's organizational landscape.

Module aims

Organisations increasingly depend on technology to achieve and maintain commercial success. The business environment in which they operate is complex and dynamic, requiring technical apprentices to develop a broad base of knowledge and the ability to engage effectively with a diverse range of stakeholders. Businesses vary widely in size and legal structure, from sole traders to multinational corporations, and they exist to deliver products and services in competitive markets.

This module aims to provide apprentices with a foundational vocabulary and practical skills in requirements management and strategic business change. It fosters an understanding of the constraints and demands of working within both technological and business contexts. Innovation is examined as a key driver of organisational transformation, and the module introduces strategies for leveraging digital technologies to gain competitive advantage.

Apprentices will explore the significance of effective management and leadership in identifying business needs, processes, and roles. They will begin to develop systems thinking to address organisational challenges and will analyse how inputs are transformed into outputs across different business models. Through this exploration, apprentices will gain the ability to identify the key roles and systems involved in organisational change. They will apply business analysis techniques and engage with basic risk assessment, ultimately formulating well-researched, sustainable approaches to delivering strategic business change.

Outline syllabus

This is an indicative module outline only to give an indication of the sort of topics that may be covered. Actual sessions held may differ.

Innovation drives business change. The module begins from this perspective and offers themes including:

Organisations, Strategy and Management

Introduction to Business Concepts

Management, Leadership and Culture

Value Chain Introduction

Change Management

Stakeholder Analysis

Concepts will be introduced and exercises used to reinforce the practical application of key ideas.

Learning outcomes

By the end of the module, students should be able to:

- Analyse organizational use of digital technology to gain operational advantage considering sustainable approaches in organizations. [(AHEP: C4, C8, C12, C14) (CITP 2.1.3, 2.1.6, 2.1.8)]
- Identify different roles and options involved in the development and implementation of digital solutions. [(AHEP4, C12) (CITP: 2.2.6, 2.3.2)]
- Demonstrate understanding of the risks and opportunities related to the implementation an information system solution. [(AHEP: C4, C6, C11, C12) (CITP 2.1.6, 2.1.7, 2.1.8, 2.1.10, 2.2.3, 2.2.6, 2.3.2)]
- Apply business concepts to recommend options for enhanced workplace practices in the leadership and management context. [(AHEP: C4, C5, C6, C11) (CITP 2.1.4, 2.1.3. 2.2.6,

2.3.2)]

- Apply relevant organizational theories and research to digital technology solutions using strategic change principles. [(AHEP: C4, C5, C12, C14) (CITP 2.1.4, 2.1.6, 2.2.6, 2.3.2)]

Indicative reading list

[Reading lists can be found in Talis](#)

[Specific reading list for the module](#)

Subject specific skills

S1: Analyse a business problem to identify the role of digital and technology solutions.

S3: Analyse a business problem in order to specify an appropriate digital and technology solution.

S7: Work effectively within teams, leading on appropriate digital technology solution activities.

S8: Apply relevant organisational theories. For example, change management principles, marketing approaches, strategic practice, and IT service management to a digital and technology solutions project.

S13: Report effectively to colleagues and stakeholders using the appropriate language and style, to meet the needs of the audience concerned.

S15: Apply relevant legal, ethical, social and professional standards to a digital and technology solution.

Transferable skills

Communication skills; Concise presentation of data; Requirements elicitation; Task sequencing; role recognition; Estimating the risks and opportunities of digital and technology solutions; management techniques and theories; teamworking; robust research; stakeholder communication

Study

Study time

Type	Required
Lectures	21 sessions of 1 hour (14%)
Seminars	9 sessions of 1 hour (6%)
Work-based learning	(0%)
Online learning (independent)	10 sessions of 1 hour (7%)
Total	150 hours

Type	Required
Private study	50 hours (33%)
Assessment	60 hours (40%)
Total	150 hours

Private study description

Private study will include preparing for lectures and seminars, reviewing lecture notes, and engaging with required readings and multimedia resources. Independent learning will be provided on Moodle, where students will find suggested readings, multimedia, and activities to enhance their understanding of the topic.

Costs

No further costs have been identified for this module.

Assessment

You must pass all assessment components to pass the module.

Assessment group D

	Weighting	Study time	Eligible for self-certification
Individual Continuous Diagnostic Portfolio (Written)	40%	24 hours	Yes (extension)

This assessment is an individual diagnostic portfolio designed to evidence students' understanding of how organisations use digital technology, how digital solutions are developed and implemented, and the associated risks, opportunities, and organisational implications.

Across the module, students engage with organisational case material and complete structured analytical tasks that contribute to a consolidated portfolio submission.

The assessment emphasises diagnostic judgement, evidence-based reasoning, and application of organisational theory and strategic change principles.

Individual Professional Interview	60%	36 hours	No
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This assessment is an individual professional interview designed to assess students' ability to analyse and explain how organisations use digital technology, how digital solutions are developed and implemented, and the associated risks, opportunities, and organisational implications.

Students are assessed through a structured, time-limited interview based on organisational case studies studied during the module. The interview focuses on analysis, justification, and professional judgement, rather than prepared content delivery.

Assessment group R2

	Weighting	Study time	Eligible for self-certification
Individual Continuous Diagnostic Portfolio (Written)	40%		No
<p>This assessment is an individual professional discussion in which students demonstrate their understanding of how organisations use digital technology, how digital solutions are developed and implemented, and the risks, opportunities, and organisational implications of digital change.</p> <p>Students are assessed through a structured live discussion based on a previously studied organisational case. The discussion focuses on analysis, justification, and professional judgement, rather than prepared content delivery.</p> <p>The discussion follows a fixed structure and set of prompts mapped directly to the approved learning outcomes. Students are required to articulate how digital technology supports operational advantage, identify relevant roles and implementation options, evaluate risks and opportunities, and apply organisational theory using strategic change principles.</p> <p>The professional discussion is recorded for audit purposes only. It is not a presentation and does not involve slides or prepared scripts. Assessment is based on students' ability to reason, prioritise, and respond to questioning in a professional context.</p>			
Individual Professional Discussion (40%)	60%		Yes (extension)
<p>This assessment is an individual professional interview designed to assess students' ability to analyse and explain how organisations use digital technology, how digital solutions are developed and implemented, and the associated risks, opportunities, and organisational implications. Students are assessed through a structured, time-limited interview based on organisational case studies studied during the module. The interview focuses on analysis, justification, and professional judgement, rather than prepared content delivery.</p>			

Feedback on assessment

Feedback will be given as appropriate to the assessment type:

- Verbal individual and group feedback during lectures, seminar sessions, and on in class assessments
- Written and verbal cohort-level feedback on in-class activities
- Written and verbal cohort-level feedback on coursework assessments
- Written individual summative feedback on the standard matrices relevant to the in-class and post module assessments respectively.

[Past exam papers for WM198](#)

Availability

Courses

This module is Core for:

- Year 1 of DWMS-H655 Undergraduate Digital and Technology Solutions (Cyber) (Degree Apprenticeship)
- Year 1 of DWMS-H652 Undergraduate Digital and Technology Solutions (Data Analytics) (Degree Apprenticeship)
- Year 1 of DWMS-H653 Undergraduate Digital and Technology Solutions (Network Engineering) (Degree Apprenticeship)
- Year 1 of DWMS-H654 Undergraduate Digital and Technology Solutions (Software Engineering) (Degree Apprenticeship)