

## **Making a drama out of learning!**

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This workshop seeks to build a case for incorporating actor based workshop sessions within the curriculum design of a PG HRM module. Why? Because increasingly postgraduate students undertake their HR studies never having experienced employment, paid or voluntary, before coming to University. As such their appreciation of organisational life can be limited which in turn curtails their understanding of the influence theoretical debates have on how HR is applied in different organisational settings. While guest speakers, site visits and on-line links are hugely beneficial to students' learning, it is not always possible to expose them to HR situations as they occur in 'real time'. This is all the more true when seeking to teach students the art of handling challenging, sometimes sensitive, HR conversations such as those which can occur during a performance appraisal meeting. Indeed, from the perspective of teaching HRM at masters level, much is focused upon students having some semblance of working with others in an employment context. Therefore this workshop seeks to demonstrate how to shape a learning environment which comes as close to a 'real time' HR situation as possible. Within it an actor led scenario will be performed, the content of which has been heavily informed by an actual HR performance and reward event. Not only will audience members get to question the approach undertaken by the main protagonists, they will even have the opportunity to shape an alternative outcome! At the end of the workshop will you still be seated in the audience or on the stage?