



# Course Blueprint

## Course Overview

*Be specific, link directly back to learner snapshot*

Course name: Sustainable Organisations and Decision Making

Duration & Format: 6 Weeks, Online, Part-time

Problem it solves: SME professionals unsure how to translate sustainability into real business actions.

Level & Learner Fit (mixed levels?): Level 9, but designed for mixed-experience SME learners

What do learners gain (award/recognition): University-accredited micro-credential, 6 ECTS

## Learning outcomes (max 3)

*Use simple, practical language. Focus on real-world application.*

1. Apply basic sustainability principles to real business decisions within an SME context.
2. Evaluate organisational practices and identify practical sustainability improvements.
3. Make informed decisions that balance environmental, operational, and business priorities.

## Learner Supports

*What supports are needed for learners to succeed? Be realistic.*

Clear upfront workload and expectations (critical for planning)  
Simple onboarding to digital platform (to address digital confidence gaps)  
Accessible lecturer support and responsiveness  
Templates, checklists, and practical tools (not just theory)  
Peer discussion groups for shared problem-solving

## Communication & Feedback

*How will learners be communicated with?  
How will feedback be given?*

Communication:  
Weekly structured updates (email + LMS)  
Clear weekly roadmap ("what to do this week")  
Consistent module layout to reduce cognitive load

Feedback:  
Fast, formative feedback on weekly tasks  
Practical, actionable feedback (focused on workplace application)  
Opportunities for live Q&A and discussion in workshops

## Assessment Approach

*What will learners do to demonstrate learning? Practical, applied, low-stakes.*

Practical, work-based project (e.g. sustainability improvement plan for their organisation)  
Low-stakes, staged submissions (weekly tasks building toward final output)  
Reflection component linking learning to real job role  
Option to tailor assessment to learner's own business/work context

## Learning Design Approaches

*What design considerations will best support learning, facilitate engagement, and motivate the target learner?*

Flexible to suit time-poor learners  
Short, bite-sized weekly content (micro-learning)  
Strong emphasis on real-world case studies and workplace application  
Peer learning and discussion (sharing SME challenges and solutions)  
Interactive workshops (problem-solving, not passive lectures)  
Avoidance of "theory-heavy" delivery, focus on "how this works in your business"