

**Title:** Applying Critical Approaches to Management Pedagogy

**Abstract:** From a critical self-reflection on the delivery of management models in both organisational behaviour and the associated discipline of Human Resource Management, we felt the need to amend teaching practice was needed in order to both improve student experience and develop independent learning. Having both worked in the disciplines for a number of years, over the summer of 2013 we decided to draw on our own experiences of industry outside academia and develop an approach which could be considered both inventive and engaging. We decided the most appropriate method would be to develop a common case study across both modules. Coupled to this was the introduction of more emphasis of critical interpretations of the case study by students through introducing different levels of philosophical and critical argument related to the particular issues confronted in the case study. We have found students have increased both their levels of attainment and satisfaction in relation to previous approaches. By adopting critical stances in relation to analysis of issues in management provides students with a much clearer understanding of the types of issues they will be confronted with after graduation and entry into 'real world' organisational situations.

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