

Ibec
Management
Training

MOVE ON UP

With an MSc in Applied Management and Leadership

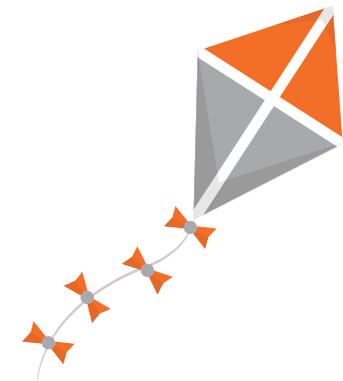


Starts September 2019

Accredited by

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DUBLIN
TECHNOLOGICAL
UNIVERSITY DUBLIN

Learn how to manage and lead your team to success while applying the latest thinking and research with our practical model of delivery



MOVE ON UP

With an MSc in Applied Management and Leadership
Level 9 on the QQI National Framework of Qualifications, 90 ECTS

This exciting new MSc programme is focused on developing the critical areas of management, HRM and leadership, with a particular focus on applying best practice in these areas, in the real world.

Managing and leading others are vital competencies for successful managers to develop and apply in their organisations and careers. Regardless of the level you are at within your organisation, we believe all those with responsibility for other people, need to build their own strengths, style and approach as they manage processes and lead people to achieve their best performance. The programme delivery is based on a practical, innovative, action learning approach which is designed to make a real impact on the confidence, knowledge and learning of all participants.

The practical focus which underlies the overall programme design concentrates on the personal and professional development of participants by honing their analytical, conceptual and interpersonal skills and building a detailed understanding of the tools and frameworks to support advanced management and leadership capability.

Participants will learn how to:

- Lead others through change, while understanding the psychology of different approaches within the team, ensuring they work to their own strengths
- Apply the latest thinking and research on effective planning and putting systems and processes in place that work
- Create a strategic HRM plan for their areas of responsibility which builds on the core principles, models and best practice in employee relations and industrial relations law and practice

This programme is for:

Participants interested in pursuing a career in senior management, becoming an expert in contemporary best practices and deepening their understanding of managing and leading others to achieve high performance, while bringing about real change in their organisations. The programme is aimed at managers from all business sectors who are experienced in leadership roles or planning to move into such positions and who recognise the value of leading and managing others and those who want to build their competence, knowledge and strengths in these critical areas of Applied Management, HRM & Leadership will benefit significantly from this programme.



Programmes Features



Expertise

As Ireland's leading business representative organisation, we know the real issues that businesses face and this informs all of our teaching



Coaching

1:1 coaching with a leadership coach, where one to one feedback, development goals and personal plans are identified and progressed



Mentoring

Assigned an Ibec mentor from within the senior management team to provide advice and support



Guest Speakers

Key practitioners from a range of management, HRM and leadership roles in industry who will share their insights and practical suggestions from their experience



Applied Learning

Case analysis facilitating problem-based learning, in class discussion and personal reflection



Psychometric Tools

Psychometric tools used in the area of self-awareness and interpersonal skills



Facilities

Computer lab facilities, TU Dublin library access, books, journals, ebooks and online resources including webinars and web courses



Networking

A diverse cohort of experienced managers from a wide range of sectors and backgrounds ensuring enhanced learning

Programme structure

The programme is delivered over 18 months in three 6-month semesters.

3 Semesters = MSc

The programme is delivered in three semesters across three distinct areas with participants receiving an award of MSc in Applied Management and Leadership.



Semester 1: Management

Modules include: the fundamental aspects of management & organisational behaviour, employee motivation theory & application, the dynamics of groups, teams & organisational effectiveness. This module explores established theories, concepts and models as well as latest research.



Semester 2: Human Resource Management

Modules include: strategic HRM theory & practice, performance management, coaching, employment relations and employment law. Many critical human resource management functions will be explored as part of these topics including recruitment and selection, reward management and training and development. HRM is considered from a strategic, corporate and integrated perspective.



Semester 3: Leadership

Modules include: contemporary leadership theory & practice, organisational change & transformation and strategic theory & application. These modules examine the fundamental characteristics of leaders who get extraordinary things done in organisations based on empirical evidence and practice-based research. The goal is to enhance overall performance as a leader within one's organisation as well as facilitating higher levels of self-efficacy and credibility in the eyes of peers.

Semester Overview

Semester 1: Management



Management & Organisational Behaviour

- Historical and modern contributors
- Core elements of management and current thinking in this area
- Emotional intelligence, interpersonal skills / self-awareness
- High performance management practices
- Organisational culture – the rhetoric and the reality
- Diversity management

Employee Motivation Theory & Application

- Current theories of motivation in practice
- Setting goals
- The psychology of behaviour
- Key skills and applied research in the field of motivation
- Engagement – research and models to apply to keep engagement levels high
- Self-motivation – research and best practice

Dynamics of Groups, Teams & Organisational Effectiveness

- Group dynamics
- Team development
- Communicating and problem solving within teams
- Balancing skills – the psychology of teams
- Reducing social loafing
- Synergy in action

Semester 2: Human Resource Management



Strategic HRM Theory & Practice

- People management
- HRM and strategy
- Work design, flexibility, stress, work-life balance
- HR flows
- Learning and development
- Rewards and performance management
- International HRM
- Contemporary issues

Performance Management & Coaching

- Best practice when managing performance
- Reward management and performance management
- Employee retention
- Goal setting as a performance management strategy
- Managing performance through coaching and mentoring
- Managing talent and developing leaders

Employment Relations & Employment Law

- Labour law, trade unions and employer associations
- Employee participation
- Collective and individual bargaining
- Employment law
- Grievance and discipline, conflict resolution
- Contemporary developments in employment relations

Semester 3: Leadership



Contemporary Leadership Theory & Practice

- Traditional leadership theory and frameworks
- Emotionally intelligent, transformational and authentic leadership
- Creativity and innovation
- Behavioural context of the organisation
- Constraints on leadership
- Strategy and leadership
- Intrapreneurship
- Becoming a strategic leader

Organisational Change & Transformation

- Introduction to change, transformation and organisation development
- Influence of psychology - attitudes and impact
- Overcoming resistance to change
- Analytical frameworks / advanced diagnostic models
- Psychometric assessments
- Seeing change through Kotter's 8 step change model

Strategic Theory & Application

- Understanding the vital elements of an excellent strategic plan
- How to formulate a strategy with a real example from the organisation
- The experience curve and using it
- Blue ocean strategy and using it
- How strategic planning models can resolve problems and challenges in your organisation

Programme Directors



Claire Jones, MSc

Claire is a Senior Executive at Ibec with extensive expertise in employment law, human resource management and industrial relations. Claire has worked with Ibec for more than 20 years within the legal department providing expertise and advice to companies. In the management training area, she has over 10 years experience in the design of tailored in-company solutions particularly in the areas of HR & Employment Law. Claire is the Programme Director on a range of certificate, diploma and short programmes.



Dr. Eoghan O'Grady

Eoghan is Senior Lecturer in Strategy and Leadership in the College of Business, TU Dublin. He has extensive teaching and supervision experience on undergraduate, postgraduate and executive education programmes. Eoghan lectures in several universities in Asia, Europe, the Middle East and in the US. Eoghan also brings extensive knowledge from industry having delivered training and development programmes and providing consultancy advice across all key business sectors.

Programme Assessment

Assessments are designed to ensure participants apply what they have learned from each module in a manner which demonstrates advanced-level critical-analysis and reflective learning, coupled with a grounded plan for the application of new learning and insights at work. Assessments include multiple choice questionnaire, presentations, assignments and exams. Assignments will focus around analysing, critiquing and suggesting changes to organisational systems and processes and / or reflection on personal competencies and areas for improvement. Participants will also complete a final capstone project which requires the application of concepts, theories and strategic management models gained throughout the programme. This project is largely self-directed and provides the opportunity to integrate the various dimensions of the learning from the entire MSc programme to a real work-based project.



Our Credentials

Ibec Management Training



Experience

Over 30 years experience delivering training programmes in all sectors of the economy



Innovative Portfolio

We offer online courses, in-company programmes and over 280 accredited and short courses nationwide



Industry Knowledge

As Ireland's leading business representative organisation, we know the real issues that businesses face



Experiential Learning

Our distinctive approach helps managers solve business challenges through real case studies and project work



A Proven Record

We help over 4,200 managers annually to improve their performance, leadership and management skills



Networking

We offer an environment that promotes learning among like-minded managers who are as supportive as they are ambitious

Technological University Dublin



Accreditation

Ireland's largest business school, renowned for its breadth of high quality executive offerings



Expertise

Expert faculty, industry practitioners and visiting lecturers from world renowned business schools



Extensive Offering

Extensive portfolio of postgraduate programmes for business and non-business graduates

Entry Requirements

Participants should have a minimum 2.2 grade, honours (level 8 NFO) degree in a relevant discipline. Those with significant work experience, but without the required qualifications may be considered under a Recognition of Prior Learning process.

Duration

The programme is 18 months in duration and delivered in three 6-month modules. Each module includes 3 topics, with participants spending 2 days per month in class.

Semester 1: Management

26, 27 September 2019

24, 25 October 2019

28, 29 November 2019

23, 24 January 2020

20, 21 February 2020

19, 20 March 2020

Semester 2: Human Resource Management

30 April, 1 May 2020

28, 29 May 2020

25, 26 June 2020

17, 18 September 2020

15, 16 October 2020

12, 13 November 2020

Semester 3: Leadership

14, 15 January 2021

11, 12 February 2021

11, 12 March 2021

15, 16 April 2021

13, 14 May 2021

17, 18 June 2021

Location

The programme is delivered in Ibec, 84/86 Lower Baggot Street, Dublin 2 and TU Dublin, Aungier Street, Dublin 2.

Cost

Ibec member rate: €15,500

Non-member rate: €17,000

Enquiry

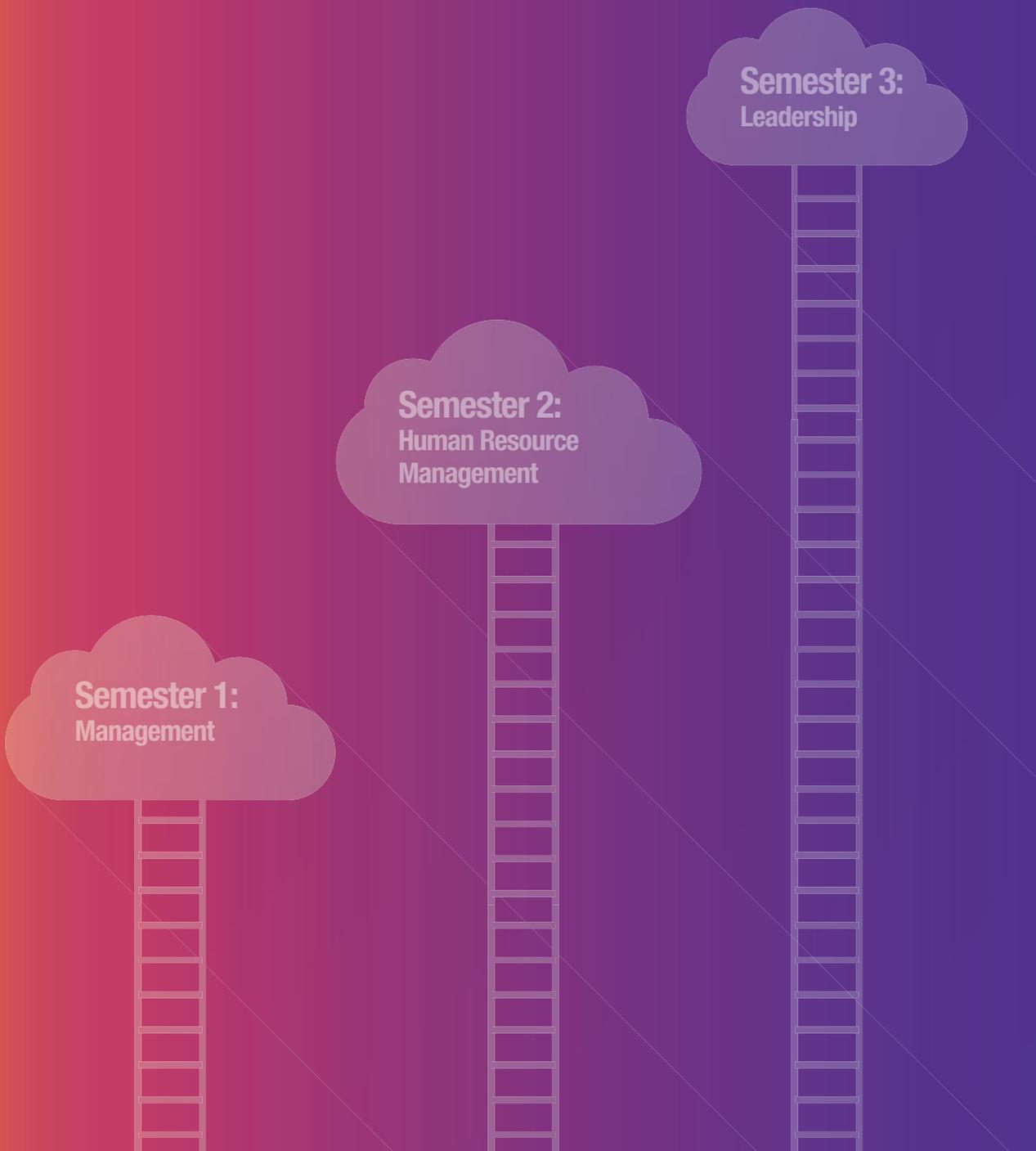
For more information, please contact our Programme Director, Claire Jones.

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