POSTGRADUATE DIPLOMA IN LEADERSHIP DEVELOPMENT
“Leadership is lifting a person’s vision to high sights, the raising of a person’s performance to a higher standard, the building of a personality beyond its normal limitations.”

Peter Drucker

We believe in creating this vision, raising people’s performance to high standards and that great leadership will lead your organisation to excellence; we believe that excellence is driven by leaders who know and demonstrate their values, challenge the status quo and carve out pathways to success. Do you want to take your leadership skills to the next level or do you have what it takes to be an outstanding leader? Do you want to shape the success of your organisation?

If you answer yes to these questions then this new Post-graduate Diploma in Leadership Development is for you. This is a programme that offers you the opportunity to develop and build the skills that will realise your leadership potential. During your time on the programme you will take a journey of personal and professional transformation to become an accomplished and influential leader.

BUILDING PROFESSIONAL COMPETENCE

The programme emphasises the development of leadership qualities and skills that are critically important in a complex business environment. Within Further Education and Training (FET), leadership is about unlocking human potential, managing change, implementing plans, taking responsibility and leading performance excellence throughout the sector.

The programme aims to develop you as an effective and responsible leader who has the capacity to develop and implement strategic plans, lead and manage organisational change, enhance employee performance, engage in effective business negotiations, creatively solve complex problems and embed ethical approaches to deliver excellence across the FET sector.

The programme is a two-year part-time blended learning programme, consisting of eight modules designed to provide an integrated foundation to leadership excellence. By setting significant weighting on reflective engagement, the programme acknowledges the experiential knowledge and skills that participants bring to their learning.

TO BUILD YOUR PROFESSIONAL COMPETENCE, YOU WILL LEARN HOW TO:

- Critically assess your personal strengths, characteristics and skills to define your leadership style;
- Employ a range of effective leadership competencies aimed at communicating a vision, creating a climate of trust, empowering people and taking responsibility;
- Instigate actions and solutions to successfully manage internal and external change;
- Challenge assumptions and perspectives to effectively manage information in ways that sustain relationships and enhance performance;
• Collaborate across the organisation to successfully implement strategies and plans that provide vision and direction within the FET sector;
• Leverage negotiation skills to successfully resolve complex situations and achieve productive solutions to conflicting and differing viewpoints;
• Motivate staff to embed a performance-oriented culture, individually and in teams, within internal and external environments;
• Integrate roles and responsibilities that are underpinned by value-based principles and ethical approaches.

ASSESSMENT

Assessment involves online activities, written reports, essays, presentations, reflective journals, individual projects, group projects, portfolios.

DELIVERY

The Post-graduate Diploma in Leadership Development is delivered through blended learning, consisting of self-study, on-campus workshops and online learning activities.

WHO SHOULD APPLY?

The programme is specifically designed for those who have managerial or supervisory responsibility and/or experience. It is particularly relevant to people working in the FET sector.

ENTRY REQUIREMENTS

Applicants are expected to:

• Be currently employed in a managerial or supervisory role for a minimum of three years

AND

• Have achieved a minimum of a 2.2 honours primary degree or equivalent. Applicants who do not meet the primary degree or equivalent requirement will be required to compile a portfolio of evidence demonstrating their ability to study at post-graduate level.

Demonstrate English language fluency: International students are required to provide evidence of English language proficiency.

APPLICATION

Applicants must complete an application form. Candidates for entry will be required to attend for interview prior to being offered a place on the programme. The number of places is limited.

PROGRAMME FACTS

ECTS: 60 | NFQ Level: 9
Duration: 2 years, part-time
Mode of study: Blended learning
Fees: (per annum) EU: €3,800 | Non-EU: €4,300
Start date: September

PROGRAMME MODULES

YEAR 1
Management Skills (Credits: 10 ECTS)
This module is designed to help you apply the knowledge and skills you learn in all programme modules. It is based on the premise that how individuals act in business is as important as what they know. Because management requires such a wide range of skills, all managers and leaders need to regularly assess their skill competence. You will use assessment instruments and feedback to measure and monitor competencies. Through self-assessment exercises and a learning journal, this module encourages the beginning of a process of self-evaluation that will continue throughout your studies and your career.

Effective Leadership (Credits: 5 ECTS)
Effective leadership is pivotal to successful organisational and sectoral performance. In this module, you will learn about leadership theories, typologies and taxonomies. Such a foundation is seen as strengthening leadership styles, optimising organisational and sectoral culture and driving overall success. You will explore how leadership styles underpin innovation, facilitate individual empowerment and responsibility and build effective teams.
Leading Organisational Change (Credits: 10 ECTS)
The central aim of this module is to examine the theory and practice of organisational change. It discusses different theoretical approaches to understanding change in organisations and how these approaches can guide the preparation for and implementation of change. It highlights the key activities associated with leading and managing change and how planned change may be evaluated and embedded.

Critical Thinking for Leaders (Credits: 5 ECTS)
This module aims to develop the leader’s critical thinking and problem analysis skills to identify effective ways of finding solutions to a range of problems. You will learn how argumentation is an important aspect of critical thinking, how to analyse arguments and how argument mapping can benefit critical analysis. You will apply core critical thinking skills such as argumentation, verbal reasoning, hypothesis testing, judging likelihoods and uncertainties, and problem-solving to real-world business and workplace situations.

YEAR 2
Leading and Managing Strategically (Credits: 10 ECTS)
This module covers the broad spectrum of managing strategy to provide effective opportunities for organisational and sectoral success. It discusses the nature of strategy, strategic leadership and management processes, business environment analysis, internal strategic capabilities, strategic options, strategic choice, strategy innovation, and the strategic management of change.

Business Negotiations (Credits: 5 ECTS)
This module introduces you to the concepts and principles that are fundamental to negotiation theory and practices. It aims to develop your negotiation skills through participation in simulation cases. It hones negotiation ability through informed reflection based on learning activities and reading materials.

Performance Management (Credits: 10 ECTS)
Individual performance has a profound effect on overall organisational success with staff seen as an organisation’s most valuable resource. This module focuses on strengthening your capacity to motivate staff, to build continuous improvement, to manage individual and team performance and to deliver excellence. Within the framework of your organisation’s adopted performance management system, you will learn how to set goals and targets for individual staff members, how to provide constructive feedback, how to build individual effectiveness and how to deal with under-performance.

The Ethical Leader (Credits: 5 ECTS)
This module provides you with the opportunity to learn how to respond ethically to situations and decisions that frequently confront organisational managers and leaders. The governance and ethical consequences of decisions are explored to tease out consequent dilemmas and dimensions. The roles and responsibilities of managers and leaders are considered in light of values-based decisions and good corporate governance.

NOTE: Modules are subject to change. Modules of equivalent status will be offered when changes are made.

HOW CAN I APPLY?
Please contact the Programme Administrator

WHO CAN I CONTACT?
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www.nuigalway.ie/adultlearning