

IMI

Irish Management Institute

IMI Diploma in Leadership

Influence,
lead others and
continually grow
your business



Executive Education
Ranking 2018



Participant Testimonials

“What I have learned from the IMI Diploma in Leadership is that you must figure out how to become the Chief Relationship Officer in your organisation. As an effective manager I was able to get things done, but as a leader I had to learn how to get things done through others, which starts with building relationships – above you, below you and around you. This programme is a fantastic opportunity to develop a truly comprehensive understanding of leadership.”

Peter Bosch, Director CFL Strategy, SMB
Salesforce.com

“The IMI Diploma in Leadership is an extremely well managed and organised programme with the perfect blend of leadership theory, practical application of concepts and team activities. The programme differentiates itself from others by integrating practical application with the theory and concepts introduced in class. You will learn how to cultivate the vital qualities and skills needed to successfully lead people, and build greater confidence in your ability to be a strong, effective and inspirational leader whom others will willingly follow.”

Colm Murphy, AppleCare BPR Manager
Apple

“The IMI Diploma in Leadership is something that enables leaders of organisations, teams or projects to elevate methods and theories to bring their performance to the next level. It encourages self analysis, how we understand the world and how our actions are interpreted by others. It encourages one to look up from the detail and help make strategy happen. I’ve 22 years of experience in domestic and international logistics at all levels and covered a lot of ground. This business still excites me and this IMI Diploma in Leadership was just what was required to ensure that in these difficult times, my team in DHL and I are fit for purpose and even more importantly alert to opportunities. Truly an interactive, self reflecting, action provoking course run by professionals for professionals.”

Sean Moran, Director
DHL Sameday, DHL



What this programme is really all about is your personal exploration of leadership and the “putting into practice” of what you find there. All of the varied and rich learning experiences provided are geared to supporting your progress towards this simple but invaluable goal. Anyone with a real inner hunger for practical leadership improvement should therefore consider this programme.”

Paul Smith, Continuous Improvement Manager
Diageo



Leadership is the vital ingredient that separates outstanding organisations from the chasing pack. It is the spark that distinguishes exceptional managers from their peers; the factor that motivates teams to produce more with less.

In the challenging times we all now face, strong leadership is widely recognised as the single most important factor in determining which organisations will survive and grow out of the recession, and which will not.

As a manager, the current environment is forcing you to face the most difficult leadership challenges of your career. The quality of the leadership that you provide to those around you will help determine your career trajectory over the coming years and help define your organisation's success.

The IMI Diploma in Leadership is the IMI's flagship leadership development programme. Its aim is simple – to dramatically enhance your practical leadership skills, awareness, impact and judgement. By completing the IMI Diploma in Leadership you will become a more confident, well-rounded and inspirational leader – capable of handling the challenges of the current environment and ready to step up to the next level in your career development.

Who this programme is for

Professionals at all levels seeking to maximise their personal impact and influence, master the psychology of leadership, develop a practical toolkit of leadership techniques and shape the direction of their organisations.

Programme impact

As a participant on the IMI Diploma in Leadership you will:

- + Develop and apply a comprehensive toolkit of best-practice leadership techniques
- + Formulate a comprehensive range of practical recommendations for developing best-practice leadership throughout your organisation
- + Undertake a personal journey – developing a detailed understanding of your leadership style and development areas and enhancing your capabilities
- + Analyse how your personal leadership style matches the needs and demands of your organisation
- + Critically analyse and subsequently impact the leadership culture, processes, and needs of your organisation

Meet the Programme Director



Phillip Matthews



Programme Duration:

The programme is run over 6 x 3 day modules.



Programme Dates: Dublin

01, 02 & 03 May 2019
29, 30 & 31 May 2019
26, 27 & 28 June 2019
28, 29 & 30 August 2019
25, 26 & 27 September 2019
23, 24 & 25 October 2019

Visit www.imi.ie to watch an introductory video for the IMI Diploma in Leadership.



Programme Content



The Meaning of Leadership

- + Major leadership models
- + Leader effectiveness and objective setting
- + Taking ownership for your Leadership Development
- + Contemporary organisational leadership

The Psychology of Leadership

- + Psychometric & 360 analysis
- + The psychology of motivation
- + The leadership / follower relationship
- + Sports psychology & leadership

Leading Teams in a Global Economy

- + Creating high performance teams
- + Leading global virtual teams
- + Cultural factors influencing leadership practice
- + Cultural sensitivity and cultural intelligence
- + Strategies for improving multi-cultural teamwork

Programme Features



Theatre Based Leadership Presence

During Module 4 participants will take part in a practical workshop session with professional actors. You will work in one of Dublin's leading theatres on your leadership communication and presence. The resulting learning will ensure your body language and verbal communication skills match the tone required for your team and organisation.



Personal Coaching

You will receive two in-depth personal executive coaching sessions during the programme. These sessions will help you develop a bespoke personal action plan to support your own leadership development.



Visiting Speaker Series

Each month a senior leadership figure will visit the programme for an extended Q&A session with the class - including national sports stars, entrepreneurs and CEO's of multinational organisations. These sessions will give you the opportunity to debate leadership issues with and learn techniques from, a series of individuals who have faced leadership challenges at the highest level.



Leadership in Action

The penultimate module will be held at Killary Adventure Centre in Connemara. Here you will undertake an intensive three day practical leadership skills workshop. A series of challenging day-time and night-time exercises will draw together programme themes such as team-building, crisis management, reactions under stress and leading through adversity. IMI facilitators will monitor your performance throughout the workshop. Particular emphasis will be paid to detailed exercise debriefs and feedback.

Theme
04

Leadership Ethics and Social Responsibility

- + Leadership, social responsibility and the creation of shared values
- + Value based leadership
- + Key principles of ethical and moral leadership
- + A framework for ethical decision-making
- + Ethics, government and culture

Theme
05

Leadership in Action

- + Outdoor experience in Killary Adventure Centre
- + Challenging day-time and night-time activities that will put your leadership skills to the test

Theme
06

Leading Change

- + Major theories of organisational change
- + Frameworks for implementing change
- + Analysing the change context and linking to design choices
- + Leadership, power and influence during organisational change
- + Leadership communication and organisational change

IMI
Diploma in Leadership



Leadership Case Analysis

Real-life case studies relating to major programme themes will be regularly analysed in class. These will include analysis of leaders and leadership challenges for a variety of Irish and multinational context - bringing major leadership issues to the fore in robust classroom debate and forming part of the programme assessment.



Psychometric Analysis

You will receive in-depth confidential psychometric analysis of your leadership style at the beginning of the programme. This will help identify your personal leadership strengths and your areas for development. The Emotional Capital Report (ECR) is the programme's primary psychometric tool.



360 Degree Feedback

Early in the programme you will nominate relevant individuals from work and other contexts to undertake a confidential and comprehensive 360-degree analysis of your leadership style. This feedback will contribute to discussions in your personal coaching sessions.



Return on Investment

As part of the programme, you will develop a leadership blueprint for your organisation – evaluating your current leadership culture and practices, and making a prioritised list of recommendations for change driven by international best practice.

Entry Requirements

A candidate's suitability for the programme will be determined by a combination of their academic qualifications and / or relevant professional experience. Each applicant will be firstly required to comprehensively complete the IMI "Portfolio of Learning" form. A primary degree from a recognised third level institution (NFQ level 8) will typically be required with at least 3 years relevant industry experience, however, prior workplace learning will be recognised where applicants do not meet the academic requirement.

Alternatively at least 5 years relevant experience at an appropriate managerial level is the requirement where the degree is not in the appropriate area. This experience may come from a general business or organisational background, or experience working at management level.

Each proposed candidate will be considered on a case by case basis by the Programme Directors, who will interview applicants in person or by phone. The IMI Registrar's Office will oversee all applications and the final decision on any application rests with the Registrar.

All applicants whose first language is not English will be required to show evidence of the successful completion of an IELTS or TOEFL test. The English language requirement for this programme is an IELTS score of 6.5 or equivalent.

Validation

Successful participants will be awarded both the IMI Diploma Leadership and the UCC Postgraduate Certificate in Leadership. The Postgraduate Certificate qualification is validated and awarded by University College Cork – National University of Ireland, Cork and is a Level 9, Minor Award on National Framework of Qualifications. By completing this programme, you will also earn one-third of the credits required to be awarded the Masters qualification.

Assignments and Workload

To attain the IMI Diploma in Leadership participants are assessed in each of the main themes via a variety of practical assignments. This programme involves no examinations - instead the emphasis throughout is on the practical application of knowledge to benefit you and your organisation. Assessment workload is spread across the programme to allow you to combine learning with work and life demands.

Pricing and Payment Options

For 2019, the IMI offers promotional rates and innovative payment options that make our programmes more accessible than ever. IMI prices are inclusive of core textbooks and psychometric profiling tools, meals and parking at the IMI National Management Centre. These prices are only guaranteed for the Spring 2019 intake of the IMI Diploma in Leadership.

We offer all our programme participants a 10% discount on double rooms at the IMI Residence at the National Management Centre.

Organisations that purchase several IMI Diploma places in any calendar year may be eligible for MoB Corporate Partnership. By becoming an MoB Corporate Partner your organisation can avail of considerable additional volume discounts and other benefits. For more information on IMI pricing, financing options and MoB Corporate Partnership, contact the team at: 1800 22 33 88 or email programmeadvisors@imi.ie

Tax Relief on Tuition Fees

If you are paying for your tuition fees yourself, it is now possible to apply to the Revenue Commissioners for tax relief for this IMI Diploma. The amount of relief available varies from person to person, and may be as high as €1,400. Tax relief is allowable per programme, per participant, per academic year. Relief will not be available for any part of tuition fees which are met directly, or indirectly, by grants, scholarships, employer payments etc. Please see www.revenue.ie for further information on how to apply for this relief. All decisions on individual tax relief requests are subject to the discretion of the Revenue Commissioners.

IMI Diploma in Leadership

Corporate Member

€8,390

SME

€9,190

Non-Member

€9,990

Monthly Payments

Pay for your IMI Diploma by monthly payments spread over the duration of the programme. There is no interest charged for choosing this payment option. Terms and conditions apply.

IMI Staged Payments

Pay for 60% of your course in advance of its commencement and the 40% balance is due before the start of your fourth module.

Reflective Integrated Assignment

Completion of the MBS pathway is contingent on participants completing the RIA (5 credits) capstone assignment. Guidance is offered through a compulsory one-day facilitated workshop and ongoing support and access to the IMI Knowledge Centre is also provided at a cost of €650. Payment is due on acceptance of Diploma three.

For more information on these financing options, contact the team at: 1800 22 33 88 or email: programmeadvisors@imi.ie



IMI Master of Business Framework

A flexible and supported structure of delivery which allows you to tailor your participation around your work-life demands.

You can complete the taught element of each IMI Diploma on a modular basis, over a 6 month period. You have up to 5 years to complete all elements of the IMI Master of Business Framework.

15 IMI Diploma Programmes

To make it easier for you to navigate our portfolio and help you choose a programme that fulfils your needs, we have grouped our diplomas into the following categories.



Leadership and Change

IMI Diplomas in

- Leadership
- Executive Coaching
- Organisational Development & Transformation
- Organisational Behaviour
- Strategic Human Resource Management



Management Capabilities

IMI Diplomas in

- Business Finance
- Management
- Regulatory Management
- Management of Governance and Compliance
- Marketing and Digital Strategy



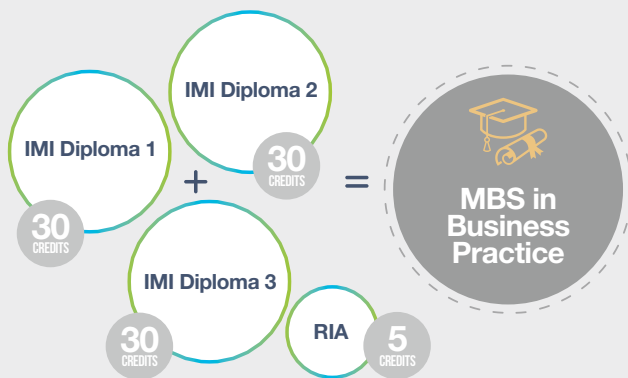
Strategic Thinking

IMI Diplomas in

- Strategy & Innovation
- Data Business
- Digital Business
- Technology Leadership
- International Business Development

IMI Masters Pathways

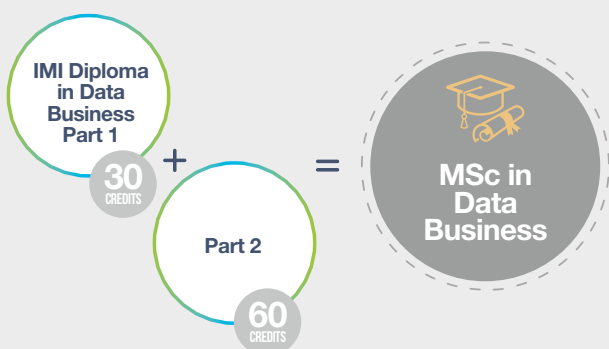
MBS Pathway



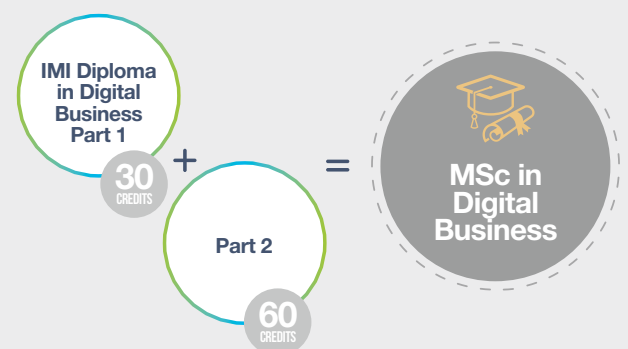
MSc Pathway



MSc in Data Business Pathway



MSc in Digital Business Pathway



For more information on the Masters pathways, contact the team at: 1800 22 33 88 or email: programmeadvisors@imi.ie

IMI Membership 2019

1 INFORM



Masterclasses

Global thought leaders sharing their next-practice ideas.



Advant-Edge Series

A series of sessions focusing on developing yourself, your people and your business.



Thought Leadership Webinars

Learn from the comfort of your desktop with our series of leadership webinars.



Inform Extras

- National Management Conference
- Programme Discounts
- Knowledge Centre
- Top Team Days Away

2 TRANSFORM

All the Benefits of INFORM Membership plus TRANSFORM...



Talent Forum

A network for senior HR and talent practitioners sharing their next-practice ideas.



Network Mentors

Develop future leaders through this unique cross-company mentoring initiative.



The Connect Lounge

Insights from IMI's most popular programmes.



Up Close and Personal

Meet and engage with international thought leaders in a closed group environment.