



Professional Diploma in Organisational Behaviour



In organisations with high levels of trust, performance dramatically increases.

70%

more productive

76%

more engaged

60%

enjoyed their jobs more.

Create inspiring organisations

Behaviours are the engine oil that allows an organisation to run smoothly, providing people with a secure environment to innovate and produce their best work.

The Professional Diploma in Organisational Behaviour provides you with a framework for bringing people together from diverse lines of business to effectively execute strategic initiatives. Participants will learn psychological principles, techniques and approaches that will have an immediate practical impact in their organisation.

Organisational Behaviour is the science that explains how to achieve high-performance in a people setting and how to create an organisation to which people want to belong.

This programme is for you if:

- › You wish to gain a more thorough grasp of the human and organisational sciences.
- › You are seeking to develop your ability to influence and shape your organisational behaviours.



A Graduate's View:

// Completing the programme in Organisational Behaviour was personally ground breaking. This programme is relevant, topical and something I would recommend all business leaders obtain to increase their knowledge and proficiency in understanding and utilising the core psychological traits to drive the organisation forward. //

Joe Sherlock, National Corporate Sales Manager,
Laya Healthcare



Programme Themes:

- 1 Fundamentals of negotiation.**
 - › Enhance your negotiation abilities, from team negotiations to multi-party and intercultural negotiations.
 - › Gain insights on alternative dispute resolution rights, power and interests.
 - › Become familiar with integrative and distributive bargaining techniques, as well as ethical and cultural factors when in negotiations.
- 2 Self-Awareness**
 - › Analyse and understand the implications of individual psychometric profiles.
 - › Learn about team profiles and behavioural profiles at work.
 - › Take part in an Executive Information System (EIS) simulation: computer-based change management simulation.
- 3 Motivation and Engagement**
 - › Explore the science behind behavioural and cognitive psychology and motivation.
 - › Devise strategies and define best practices for driving high performance on an individual, team and organisational level.
- 4 Influencing and Persuasion**
 - › Discover the fundamentals of influence and persuasion.
 - › Learn about the psychology of assertion and scarcity, and navigate the politics within an organisations with greater authority.
- 5 Managerial Decision-Making**
 - › Improve your decision-making abilities.
 - › Mitigate against and then leverage the influence of motivation and emotion on decision-making.
- 6 Psychology of Organisational Development**
 - › Examine organisational development processes and their application from diagnosis to delivery.
 - › Understand the nature of resistance and working with the politics of organisations.
 - › Explore foundational organisational development models and apply to your own context.

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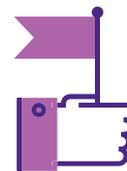
This programme will equip you to:



Develop a framework for understanding how to effectively influence others.



Learn to motivate and lead your team more effectively and become more skillful at understanding why others behave the way they do.



Develop skills to influence, manage and improve individual and group decision-making.



Know how to understand, communicate and lead organisational change and match the strategy of the organisation to the design.

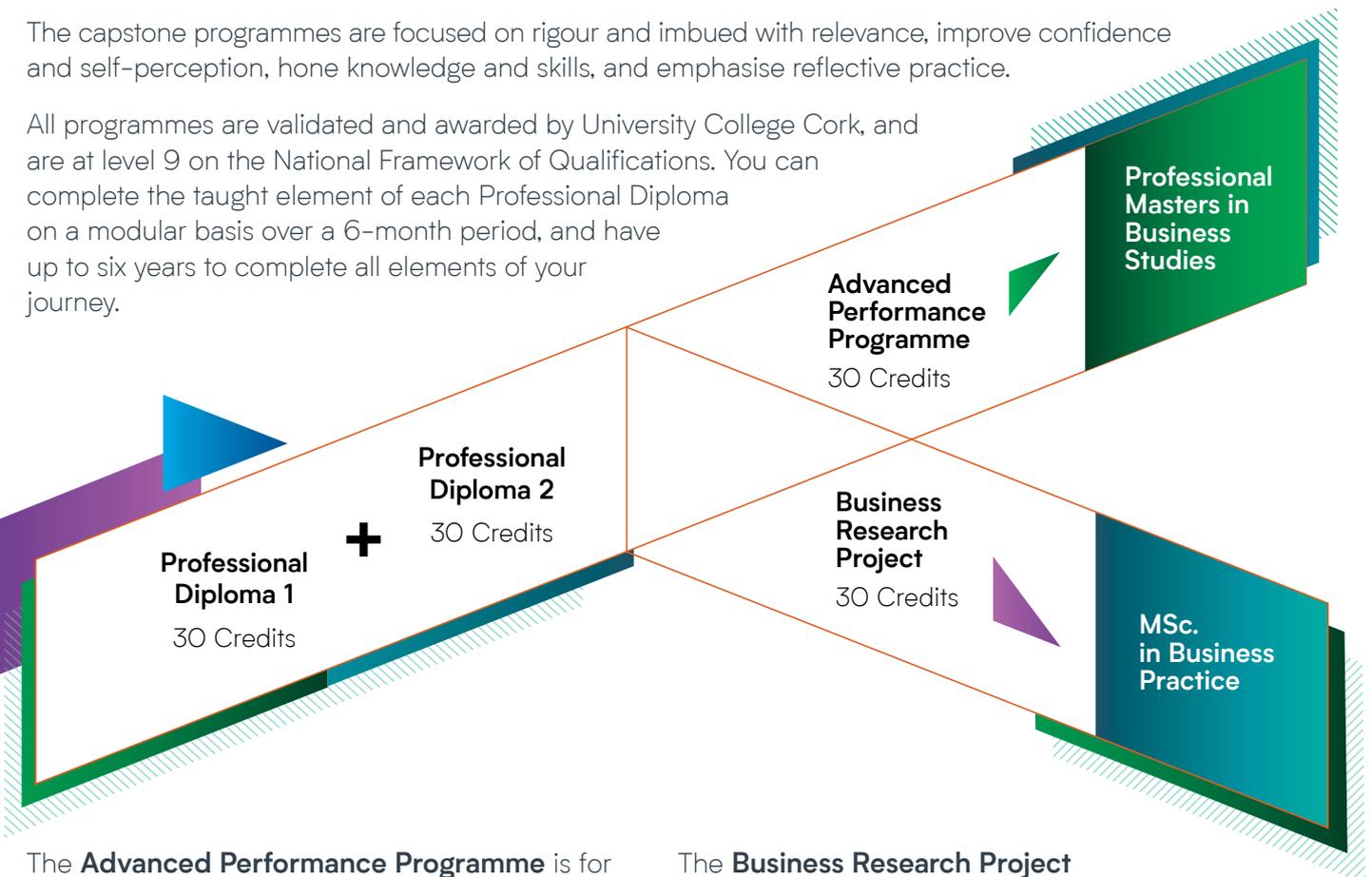
Master of Business Framework

The Master of Business gives you the flexibility to choose the subjects that are right for your needs, while building up to a Masters Degree qualification. Each element of your journey promises to be an energising learning experience leading to a world class qualification.

There are two pathways you can take to achieve your Masters qualification with IMI. Both pathways require you to complete two Professional Diplomas before choosing a final capstone programme to bring your learning together in an integrative experience, that will positively impact your professional career and your organisation.

The capstone programmes are focused on rigour and imbued with relevance, improve confidence and self-perception, hone knowledge and skills, and emphasise reflective practice.

All programmes are validated and awarded by University College Cork, and are at level 9 on the National Framework of Qualifications. You can complete the taught element of each Professional Diploma on a modular basis over a 6-month period, and have up to six years to complete all elements of your journey.



The **Advanced Performance Programme** is for professionals who want to bring their leadership capabilities to a new level. Through a blended focus on the environment, the organisation, and the individual, the APP serves to synthesise the learning outcomes of your IMI journey.

Designed and delivered in partnership with Cork University Business School, this pathway will lead to a Professional Masters in Business Studies, Ireland's first Professional Masters of its kind.

The **Business Research Project**

is for those professionals who want to address a complex business challenge and execute a strategy or develop a strategic response that could change the future of their organisation.

This pathway will lead to a MSc. in Business Practice award.

Programme Delivery

IMI programmes are delivered through virtual sessions via the IMI Virtual Learning Environment. Our High Impact Transformation learning approach lies at the core of all IMI programmes, meaning these sessions are always interactive, engaging and experiential.

Action and experiential learning — doing and reflecting — is a highly effective leadership and team development technique, which you will find enjoyable, challenging and in many cases transformational.

Dates:

Facilitated Workshops: Virtual

- 1) 11, 12 & 13 November 2020
- 2) 16, 17 & 18 December 2020
- 3) 10, 11 & 12 February 2021
- 4) 24, 25 & 26 March 2021
- 5) 05, 06 & 07 May 2021
- 6) 06, 07 & 08 December 2021



Online Delivery

Combination of:

- Live Zoom faculty-led sessions
- Supporting online content & activities accessed via the Moodle learning platform
- Live or online (Moodle forum) group work & discussion



Andrew McLaughlin

Programme Director

Andrew McLaughlin is an expert in decision-making, negotiation, influencing and persuasion. An experienced executive coach, Andrew has worked with national and multi-national companies including Revenue Commissioners, Departments of Industry and Commerce and Defence, OECD and the EU. Andrew is also a Master Practitioner and certified trainer / consultant of Neuro Linguistic Programming

Price:

Corporate Member: €8,390

SME: €9,190

Non-Member: €9,990

For more information, including a full listing of facilitated workshop dates, please contact our programme advisors at programmeadvisors@imi.ie.

Participant information

Entry Requirements

A candidate's eligibility for each programme will be determined by a combination of their academic qualifications and/or relevant professional experience. Each applicant will be required to complete the IMI "Portfolio of Learning" application form. A primary degree from a recognised third-level institution (NFQ level 8), with a minimum classification of Second Class Honours, will typically be required with five years relevant work experience, at least 3 of which must be at managerial level, however, prior workplace learning will be recognised where applicants do not meet the academic requirement.

This experience may come from a general business or organisational background, or experience working at a management level or in the area specifically related to the Diploma.

Each candidate will meet with the Programme Directors, who will interview applicants in person virtually or physically. The IMI Office of the Registrar will oversee all applications, and the final decision on any application shall remain 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 with a minimum of 6.0 in each individual section or equivalent.

*Programmes scheduled subject to cohort size.



Validation

Each Professional Diploma is awarded by University College Cork and is at level 9 on the National Framework of Qualifications.

Assignments and Workload

To earn a Masters Degree or Professional Diploma, participants will be assessed through a variety of practical assignments. Programmes will have no examinations; instead, the emphasis throughout is on the practical application of knowledge to benefit you and your organisation. Assessment workload extends across the programme to allow you to combine your learning with your work and life demands.