



# Professional Diploma in Leadership



Only  
**14%**  
of companies  
believe they  
have enough  
people capable of  
stepping into  
a leadership role.

# Influence, lead others and continually grow your business

## Leadership is the vital ingredient that separates outstanding organisations from the chasing pack.

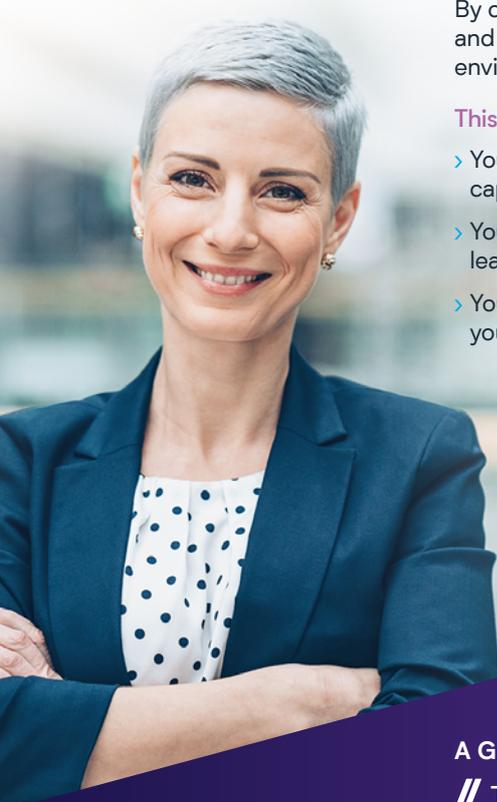
The Professional Diploma in Leadership aims to dramatically enhance your practical leadership skills, self and systems-awareness, impact and judgement.

Developing your executive presence, bringing authenticity to your leadership, influencing and communicating effectively with others, enhancing your awareness of the systems at play within your organisation and leading change to improve organisational outcomes are now core competencies for future-fit leaders.

By completing this programme, you will gain the skills to be a more confident, well-rounded, and inspirational leader — enhancing your capacity to handle the challenges of the current environment and ready to step up to the next level in your career development.

### This programme is for you if:

- › You're a professional at any level seeking to maximise your leadership impact and your capacity to influence others.
- › You're looking to understand the psychology of leadership and adopt the mindset of leadership.
- › You're a professional looking to develop your leadership practice and shape the direction of your teams, business units and organisations.



### A Graduate's View:

// This programme will bring you to the depths of personal self-discovery in a challenging way. An innovative and powerfully self-reflective programme that will change how you lead others and principally yourself. //

Pat Ryan, Process Excellence Manager  
Glanbia Ireland



## Programme Themes:

### 1 The Meaning of Leadership

› Understand and apply contemporary leadership frameworks and apply them to your organisation and to your own leadership practice. Develop your capacity to lead effectively in different contexts, take ownership of your personal leadership development and set out key objectives for you and your organisation.

### 2 Leadership Ethics and Social Responsibility

› Examine how leaders influence ethical culture and how to create shared organisational values, create your own framework for ethical decision-making and explore ethical corporate governance and social responsibility.

### 3 The Psychology of Leadership

› Understand how followers, peers and line managers see your leadership through a 360 emotional capital report (ECR).  
› Explore the psychological dimensions of leadership and apply them to your current leadership style. Understand the psychology of motivation and enhance your capacity to motivate diverse team members and cultivate effective, more consistent followership.

### 4 Leadership in Action

› Gain an experiential insight into how others experience your leadership through an outdoor experience at Killary or Kippure Adventure Centre.

### 5 Leading Teams in a Global Economy

› Explore and understand the nature of true teams and high-performing team dynamics and apply these principles to your teams in local, virtual and global contexts.  
› Learn how to navigate and leverage cultural differences and devise strategies for improving multi-cultural teamwork.

### 6 Leading Change

› Understand the dynamics of organisational change and enhance your capacity to lead change in complex environments while maintaining the engagement and active engagement of your stakeholders.

Professional Diploma in Leadership

## This programme will equip you to:



Become a more effective, self-aware and impactful leader.



Adopt a leadership mindset and enhance your capacity to meet your personal goals and your organisational objectives.



Develop a detailed understanding of your current leadership style and enhance your leadership capacity.



Develop your ability to impact the leadership culture, processes and needs of your organisation and your followers.

# 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.

The Masters qualification requires you to complete two Professional Diplomas before undertaking 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 programme is focused on rigour and imbued with relevance, and will help to 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 Master of Business Studies, Ireland's first Professional Masters of its kind.

# Programme Delivery

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:

**1) 09, 10 & 11 November 2022**

**2) 07, 08 & 09 December 2022**

**3) 25, 26 & 27 January 2023**

**4) 22, 23 & 24 February 2023**

**5) 22, 23 & 24 March 2023**

**6) 03, 04 & 05 April 2023**

### Autumn delivery:

A candidate's eligibility for each Professional Diploma or the Professional Master of Business Studies will be determined by a combination of their academic qualifications and/or relevant professional experience. 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 or equivalent as specified here. The English language requirement when using IELTS is a score of 6.5 with a minimum of 6.0 in each individual section or equivalent.



### Autumn delivery:

This Autumn, all of our Professional Diplomas will be delivered in-person at the IMI Campus to facilitate the best learning experience for participants. We will facilitate a hybrid delivery option should you require it.



**Phillip Matthews**  
Programme Director

Phillip supports leaders to identify the leader they want to be, achieve clarity on the personal change required, to lead with authenticity and in a way that engages hearts and minds. A former Ireland rugby captain, Phillip spent 20 years in industry between pharmaceuticals and consulting where he held roles in Sales, Marketing, HR and General Management.

#### Price:

Corporate Member: €9,900

SME: €10,400

Non member: €10,900

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

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\*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.

## Paperless policy

Brochures and course materials will exclusively be available to participants on our immersive Virtual Learning Environment. By adopting a paperless approach, IMI and our participants are reducing our carbon footprint and doing our bit for the planet. IMI's mission is to equip leaders to build the future. We are mindful that this future depends on organisations finding creative ways to sustainably deliver performance, both sustainability in the human performance of organisations and in how we use the planet's resources.