



On Demand Programmes

Learn from anywhere,
in your own time



On Demand

Study from anywhere, in your own time

Learn at your pace

Finding your competitive edge is crucial to achieving and sustaining success. IMI's Short Programmes provide you with the practical knowledge to transform your leadership and management capabilities. On Demand at IMI allows you to access pre-recorded sessions with subject matter experts, which you can absorb in your own time.

Impact

On Demand learning enables you to create an immediate impact for your organisation.

Challenge Yourself

Stretch your ability with a series of assessments and quizzes.

Self-Paced

Content is accessed online, and is 'always on', so you can learn at your own pace.

IMI currently offers the following programmes On Demand:

Change Management
Communicating for Performance
High Impact Leadership



NEW
Programme
Content

Change Management

Master the skills you need to effect successful and lasting change

We live in a world where change is the only constant, but how ready are your organisation's people, processes and systems to embrace change as it arrives — and how can you make them more amenable towards it?

This programme's for you if:

You are seeking the skills to introduce, implement and embed change within your organisation's potentially complex settings.

The Experience:

Working with academic experts and industry leaders in the field of change, you will learn how to plan for and position change; understand the human dynamics and reaction to change; how to overcome resistance to change; how to communicate change effectively; and how to embed lasting change within organisations.

Through the programme's Change Management Toolkit, you will gain a clear understanding of the step-by-step process of change as you apply the models and theories to your own context. This toolkit is complemented by a series of reflective exercises and interactive assessments, including a face-to-face simulation to apply the knowledge acquired on the programme.

The Results:

By the end of this two-day programme, you will understand the mindset and attitude needed to execute change and you will be equipped to overcome change barriers by drawing on the most important theories and methodologies of change management.



Course Details

6 weeks (14 hours total: 3-4 per week)



Price

	On Demand
Corporate Member:	€895
Non-Member:	€1,050
Simulation exercise (optional):	€TBC

[Find Out More](#)

Programme Journey

MODULE 1

Setting the Stage for Change

TOPICS:

- Setting the stage
- Mindset and the importance of learning
- Reasons for change
- Difficulties in accepting change
- Why people fear change

RESOURCES:

-  Videos
-  Interactive quizzes
-  Reflection questions
-  Articles

MODULE 2

The Challenge of Change

TOPICS:

- What is change?
- Drive successful change
- Change management overview and approach
- Preparing for change in your organisation

RESOURCES:

-  Videos
-  Interactive quizzes
-  Reflection questions
-  Articles

MODULE 3

Resistance to Change and Overcoming Barriers

TOPICS:

- Reasons to resist change
- Communicating change
- Overcoming change barriers
- Mobilising for change
- Leading change in your organisation

RESOURCES:

-  Videos
-  Interactive quizzes
-  Reflection questions
-  Articles
-  Case Study



Communicating for Performance

Learn how to communicate with clarity, brevity and impact



Course Details

8 weeks (21 hours total: 3-4 per week)



Price

	On Demand
Corporate Member:	€1,350
Non-Member:	€1,575

Most people believe that they can communicate, but can they do so effectively — and when it really counts? This programme will give you the confidence and competencies to communicate winningly with stakeholders across your organisation.

This programme's for you if:

You need to develop your one-to-one and one-to-many workplace communication skills.

The Experience:

This programme will show how to listen, provide feedback and avoid the usual mistakes in communication. You will learn how to influence people, read body language, think on your feet, answer tough questions, and be assertive.

The Results:

On completing this highly interactive three-day programme, you will have become an effective communicator who can absorb other people's views and clearly communicate your own. You will be assertive when necessary and have what's needed to communicate for greater performance.

[Find Out More](#)

Programme **Journey**

MODULE 1

Effective Communications

TOPICS:

- The attributes of highly effective communicators
- How to deal with difficult conversations
- Assertive communication — the 5 core areas
- How to say 'no' assertively
- How to deal with aggressive behaviour

MODULE 2

Communication Elements

TOPICS:

- Listening as a key communication skill and how to be better at listening
- Giving feedback — the four types of feedback
- Feedback models you can use to deliver effective feedback
- How to build rapport and influence
- Key influencing skills and how to increase your influence

MODULE 3

Storytelling

TOPICS:

- Why storytelling should be a deliberate part of how you communicate
- How to become a skilled storyteller
- How to craft effective stories

MODULE 4

How to Deliver a Presentation

TOPICS:

- How to deliver presentations that get buy-in to your ideas and messages
- How to increase your influence and impact when presenting
- How to structure your presentation
- How to keep your audience engaged throughout



High Impact Leadership

Interact, influence and engage

Leaders today must master how to interact, influence and engage those around them to inspire great results. Through developing a deeper understanding of yourself as a leader, you'll be able to foster strong team progression. This programme will put you through your paces and develop your ability to make an instant, and lasting, impact as a leader.

This programme's for you if:

You want to examine and master your leadership style, particularly as you transfer your management experience into a leadership position.

The Experience:

A master class in individual leadership, you will learn a lot about your leadership style and how you interact with others, building on your ability to communicate with impact in an increasingly virtual environment.

An intensive, demanding experience that will help you to identify and build on your strengths, broaden your perspectives, and both recognise and learn to overcome personal leadership challenges.

The Results:

You will develop your ability to better interact, influence and lead others, enabling you to step up to your next leadership challenge.

[Find Out More](#)



Course Details

16 weeks (42 hours total: 3-4 per week)



Price

	On Demand
Corporate Member:	€2,700
Non-Member:	€3,150

Programme Journey

MODULE 1

Leadership

TOPICS:

- The mindset of a leader
- Emotional intelligence
- The characteristics of a leader
- Leadership vs. Management
- Personal characteristics needed to be a leader
- Enabling success in others

RESOURCES:

-  Videos
-  Interactive quizzes
-  Reflection questions
-  Articles

MODULE 2

Teams

TOPICS:

- Psychological safety
- Vulnerability
- Teams vs. Working groups
- Team performance
- The development of a team
- Personality profiles in teams

RESOURCES:

-  Videos
-  Interactive quizzes
-  Reflection questions
-  Articles
-  Case Study

MODULE 3

Communication

TOPICS:

- Leadership communications
- Vision, mission and strategy
- Listening skills
- Feedback skills
- Influencing skills
- Dealing with emotions
- Dealing with difficult situations

RESOURCES:

-  Videos
-  Interactive quizzes
-  Reflection questions
-  Articles
-  Presentation



Inspiring Leadership Performance

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in numbers

97% 

Over 97% of surveyed professionals said they were challenged to think differently having completed an IMI Short Programme.

 14,000

In the past 5 years, over 14,000 senior professionals have shifted their mindsets through IMI programmes to deliver powerful impacts for their organisation.

500 

Nearly 500 SMEs have energised their performance and advanced their innovation potential through IMI programmes since 2014.

200+ 

More than 200 of the world's top thinkers have delivered inspiring thought leadership events at IMI since 2014.

2,500 

IMI has empowered 2,500 organisations to deliver transformational change since 2014.

Top 5%

With AACSB accreditation, IMI and CUBS at UCC are among the top 5% of business schools worldwide.