

Graduate Diploma in Organisational Leadership

1. Background

The Graduate Diploma in Organisational Leadership has been designed for experienced managers who are preparing for or who are already working in leadership roles in business organisations. The program will examine and investigate organisational leadership from four perspectives: Leadership and self; Leadership and others; Leadership and the organisation; and Leadership and the external environment with general management subjects providing the organisational context for leadership.

Leadership is an area that is receiving increasing attention. Both academics and business people alike are calling for more leadership to be taught in business schools. Following its merger with Mt Eliza Business School, Melbourne Business School now has an extensive and well known set of executive education leadership programs. Approximately 25% - 30% of the School's total activities are in leadership development short courses. Given the strength and expertise the School has in this field, an award course drawing on the best leadership development and best general management courses in Australia (based on current Financial Times rankings for both executive education and MBA programs) is a logical step.

A well known and respected business school that currently has an Executive Masters in Leadership is Georgetown University's McDonough School of Business. This is a one year, part-time program that includes three residential modules and other subjects that take place on a Friday and Saturday. It covers four main areas:

- 1) Personal Leadership Action Plan (2 subjects)
- 2) Critical Thinking and Problem Solving Skills (4 subjects)
- 3) Negotiation and Influence Skills (7 subjects)
- 4) Organizational and Institution-Building Skills (7 subjects)

It is a cohort based program and involves about a total of 300 – 400 contact hours.

The Melbourne Business School program will cover these same areas in its proposed specialised leadership subjects (see 18.3 below). The addition of general management subjects allows for organisational context to be examined so that leadership skills are not taught in a vacuum. In total the contact hours for the Graduate Diploma will be not dissimilar (around 270 - 300) as for Georgetown's Executive Masters.

2. Entry Requirements

1. The Selection Committee will evaluate the applicant's ability to pursue this course successfully using the following criteria
 - An undergraduate degree, or equivalent and
 - 8 years of documented, relevant, work experience with at least 3 years middle to senior management with supervisory experience, or equivalent.
2. The Selection Committee may conduct interviews and tests and call for referee reports and employer references to elucidate any of the matters referred to above.

3. Course/Program Structure

Subjects will be offered that are either specialised in leadership or general management subjects. To qualify for the graduate diploma, students must complete four specialised leadership subjects: Leadership of Self, Leadership of Teams, Leading Change and Negotiation Strategy and Process. They must then complete four general management subjects. Examples of general management subjects that may be offered are:

General Management

Managing Processes
Accounting for Managers
Marketing
Data & Decisions
Business Strategy

Or other general management subjects from the MBA curriculum

Three of the specialised leadership subjects are new subjects designed and proposed for these programs. Subject outlines for them are provided in Appendix 3. All other subjects are already approved for the MBA degree.

Subjects are typically taught in block mode with classes taking place over whole days. Therefore pre-reading and post program work are essential components and are key elements of the assessment for the subject. The total study time required for each subject is 100 hours.

Typically, this is delivered by –

	Hours
Pre-reading and Course Preparation	24
Contact hours	36
In program preparation and assessment	10
Post program assignment	30
TOTAL HOURS PER SUBJECT	100

Participants must complete the Graduate Diploma of Organisational Leadership within four years from their first entry into the school and must successfully complete at least one subject every 12 months in order to remain a participant in the award.

4. Availability of course

This course will be available for Australian fee-paying students on a part time basis from Semester 1, 2006.