

Welcome to Maastricht University

School of Business and Economics



MSc International Business Organisation: Management, Change and Consultancy

Developing your leadership abilities

Dr. Hannes Guenter

Associate Professor of Organizational Behavior

Coordinator MSc IB Organisation: Management, Change and Consultancy

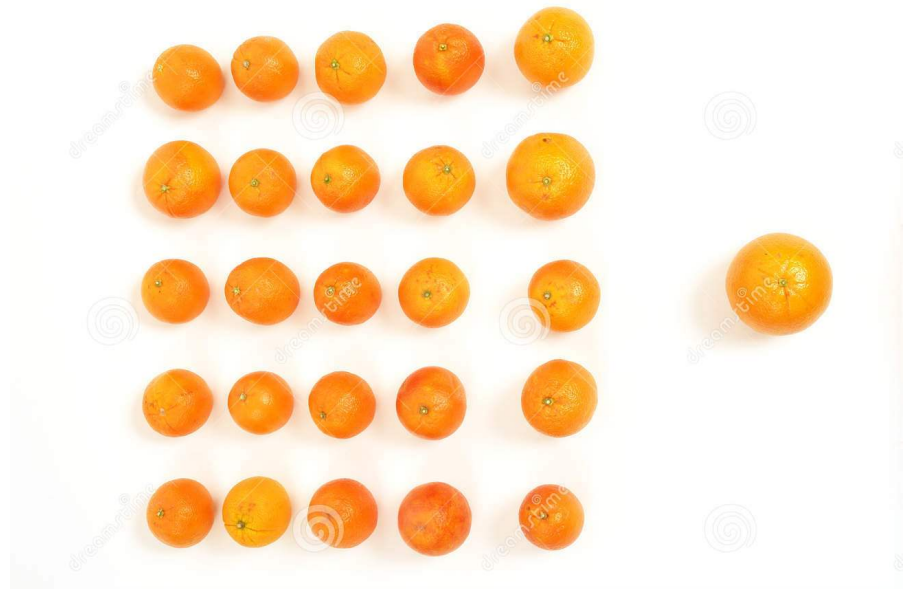
What is this thing called organisation?



Why should you choose Organisation: Management, Change and Consultancy?

If you are eager to learn...

- how to lead and manage an organisation
- how to analyse organisational processes
- how to sharpen your critical thinking skills and develop your leadership abilities
- know how to provide solutions to increase organisational effectiveness
- work in the field of consultancy, human resources, general management



The track structure

<i>Period</i>	<i>Month</i>	<i>IB/Organisation</i>		
4	Feb	Leadership	International Business Research	
	Mar			
5	Apr	Managers@Work	Elective	
	May			
6	Jun	Skills Training: Writing a Master's Thesis		
	Jul			
1	Sep	Organisational Change and Consultancy	Writing the Master's Thesis	
	Oct			
2	Nov	Organisational Learning		
	Dec			
3	Jan	Completing the Master's Thesis		

Leadership

- Leadership is a specialized role and a social influence process
- Leadership is not a one-way street but an interactive process between leaders and followers
- There is no leader without a follower

“The first follower is actually an underestimated form of leadership”

Derek Silvers

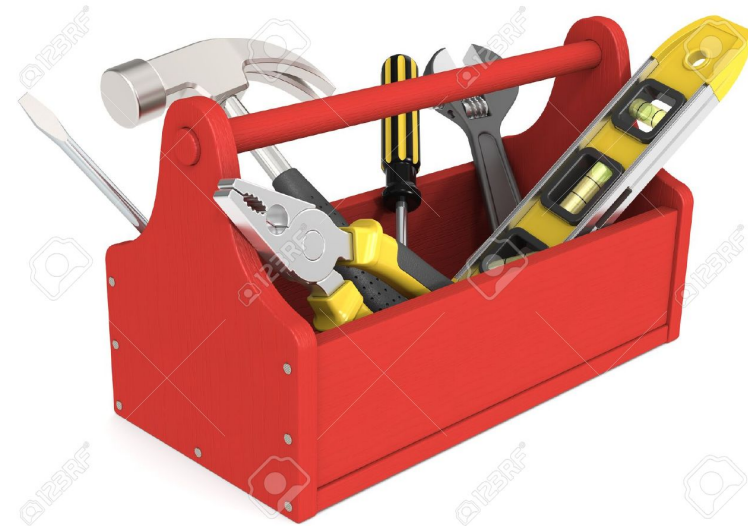
Leadership

- Understand leadership theory and learn about the evolution in leadership thinking
- Explore practice of leadership: for example, by studying practitioner-oriented articles
- How to lead yourself (so you can lead others): Self-assess and develop your leadership capacities
- Critical thinking and reflection are important pillars in this course



International Business Research

- Learn to conduct organizational research
- Become acquainted with research methods
- Distinguish good from mediocre research
- Make sense of and evaluate research findings



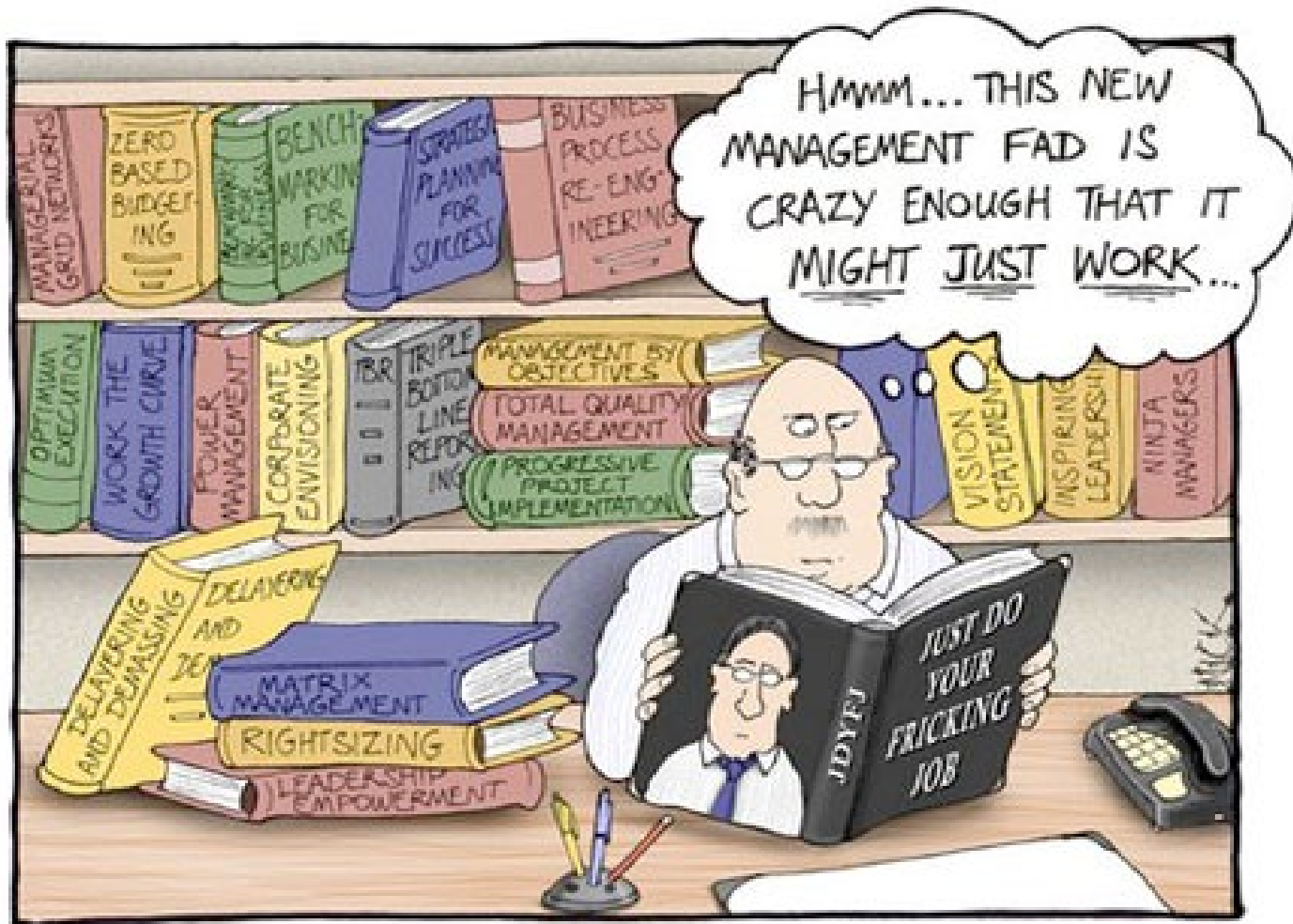
Managers@Work

- The actual practice of management means mastering complexity, uncertainty and performance
- Managerial practice is a dynamic mix of craft, art and science
- Managers need to deal with information, people and tasks
- They are responsible for the future of business and society, including sustainability
- Students will interview and shadow real managers and meet/talk with them at a managers' forum

Managers@Work

- Evidence-based management (“what works”) is a dominant methodology, not just for the course but also for managerial practice
- Evidence-based: basing one’s judgment on business facts & figures, best practices, rely on research and on professional experience from within and outside the firm
- Evidence-based is more easily said than done - all depends however on the quality of the evidence and the quality of the manager’s judgement and decision making

Managers@Work



Electives

- Choose from MSc International Business courses
- Some interesting options are:
 - Management Control
 - Business Innovation and Sustainable Development
 - Marketing Innovation Management
 - Consumer Psychology

Skills Training: Writing the Master's Thesis

- Understand the basic requirements of a master's thesis
- Learn how to get from a broad research interest (e.g., top management teams) to a specific research model to be tested empirically
- Learn about research design, data collection (e.g., questionnaire study), and statistics
- Two-week period with expert lectures and meetings with MSc thesis supervisor

Organisational Change & Consultancy

Organisational Change

- Learn about the benefits and risks of change
- How to lead change?
- How to reduce resistance to change?



Consultancy

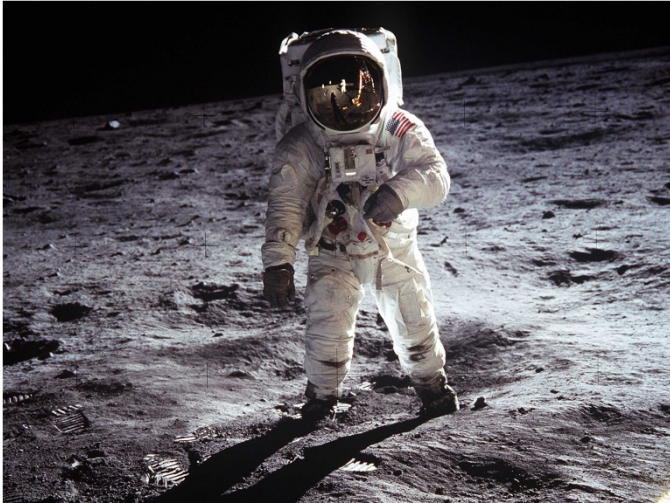
- Understand the role of management consultants
- Discuss the effects of consultants and how this depends on the relationship with the client

accenture
High performance. Delivered.

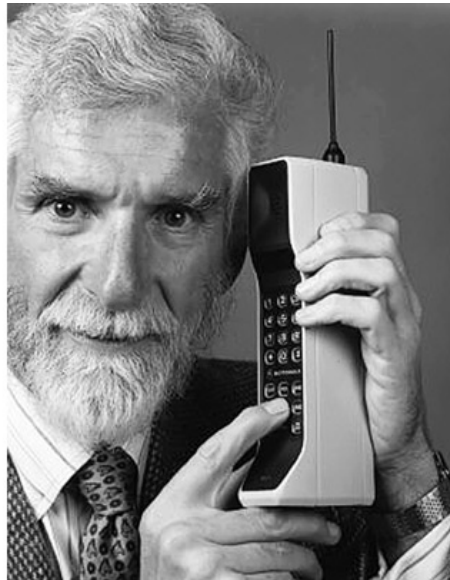
BCG
THE BOSTON CONSULTING GROUP

McKinsey&Company

Organisational Learning



“This is one small step for man, one giant leap for mankind.”



RIP, Motorola: Lenovo to phase out the iconic brand name

January 08, 2016 in Technology

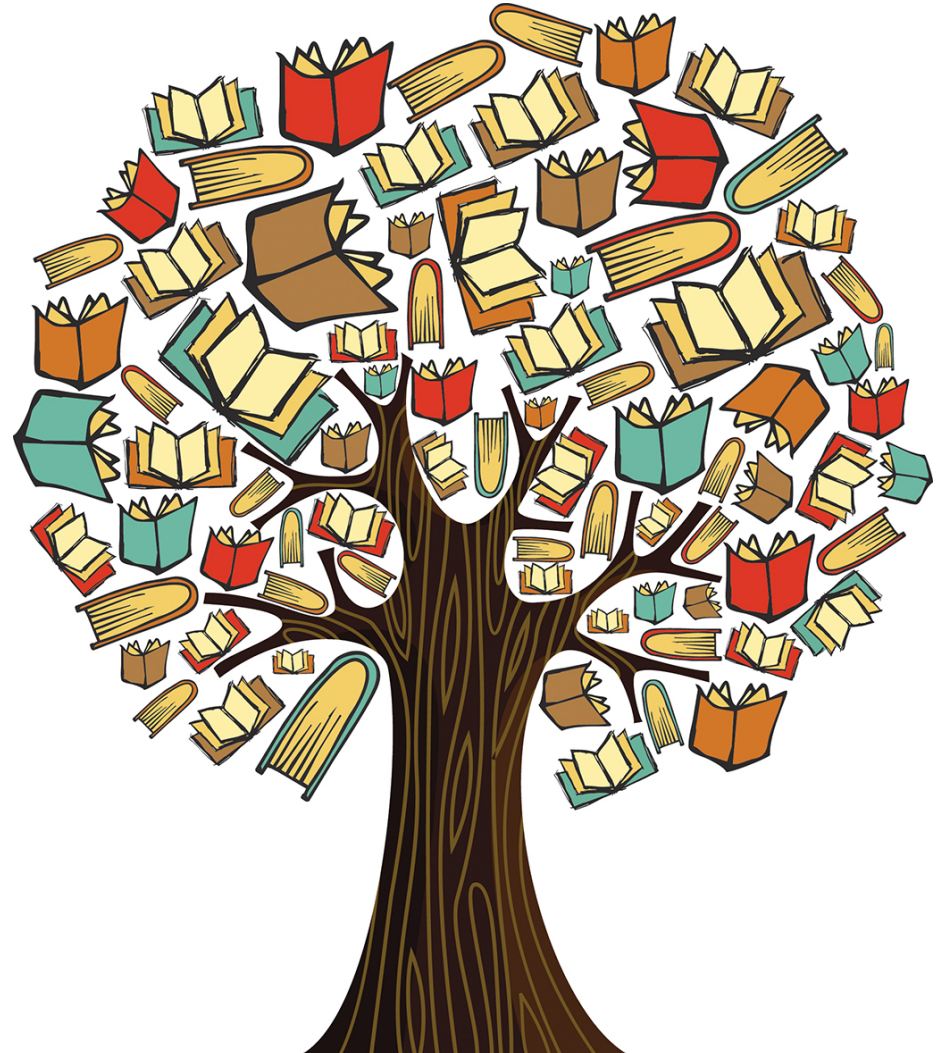
[Share](#) / [Save](#) [f](#) [t](#) [e](#) ...



motorola
a lenovo company

Designing Learning in(to) Organizations

- Multi-level
 - Individual
 - Interpersonal
 - Leadership
 - Teams
 - Culture
 - Structure
- HRM & Design
 - Training
 - Selection
 - “Processes”
 - (Physical) Environment



Writing the Master's Thesis

- In-depth scientific study of an organisational problem
 - Academic relevance
 - Managerial relevance
 - Relevance to you
- Thesis completed over the course of seven months



The track structure

<i>Period</i>	<i>Month</i>	<i>IB/Organisation</i>		
4	Feb	Leadership	International Business Research	
	Mar			
5	Apr	Managers@Work	Elective	
	May			
6	Jun	Skills Training: Writing a Master's Thesis		
	Jul			
1	Sep	Organisational Change and Consultancy	Writing the Master's Thesis	
	Oct			
2	Nov	Organisational Learning		
	Dec			
3	Jan	Completing the Master's Thesis		

Is IB Organisation: Management, Change and Consultancy right for you?

- Be eager to learn what it takes to become a good manager and leader
- Be curious about why and how people behave the way they do in organisations, and how to influence behaviour at the workplace
- Be interested in developing your analytical skills



Careers of our alumni

MSc IB Organisation



693 graduates
Employed in 32 countries



HR Manager
Project Manager
Management Consultant
Recruitment Coordinator



accenture
High performance. Delivered.

Capgemini
CONSULTING. TECHNOLOGY. OUTSOURCING

pwc



DHL

KPMG

Deloitte.

Shell

MSc graduates SBE IB Organisation period 2004-2018



Any questions?

Go to: www.maastrichtuniversity.nl/sbe

➤ Contact

E-mail: h.guenter@maastrichtuniversity.nl

Or visit us at the information market in the Mensa