

Welcome to Maastricht University

School of Business and Economics



MSc International Business Organisation: Management, Change and Consultancy

Developing your leadership abilities

Prof. dr. Wil Foppen

Professor of Strategic Leadership

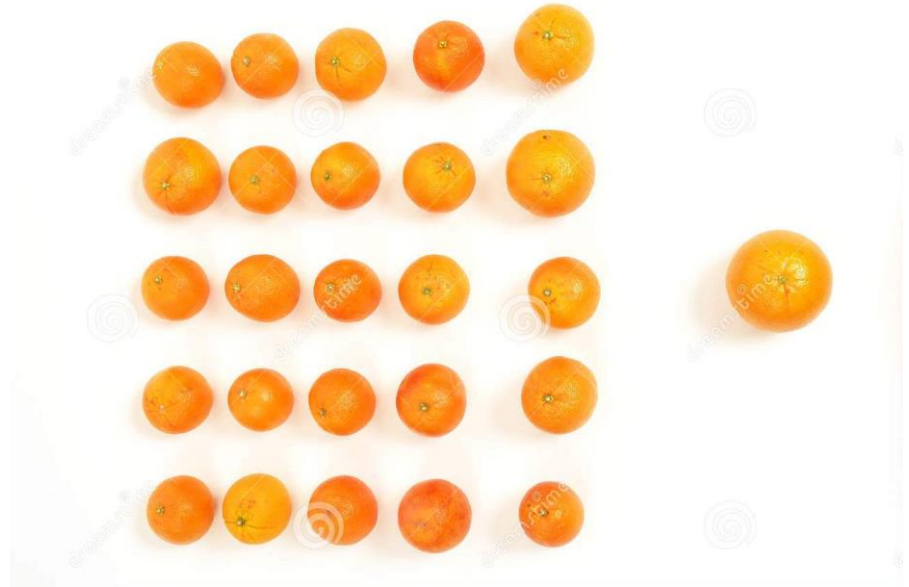
What is this thing called organisation?



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



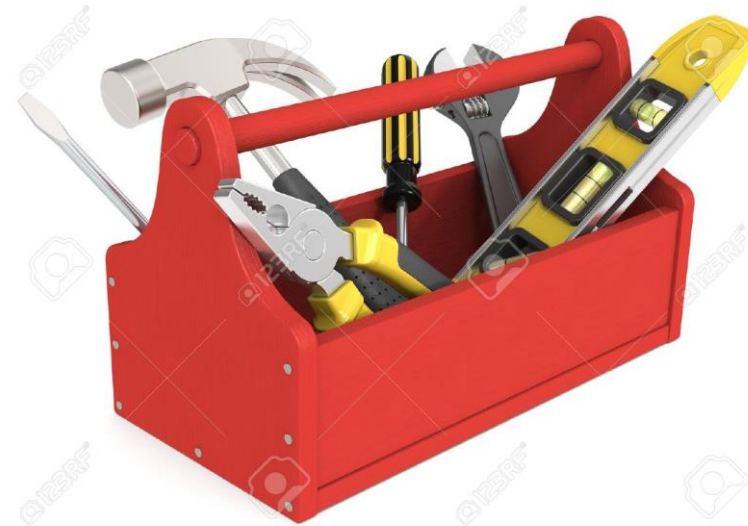
Leadership

- 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



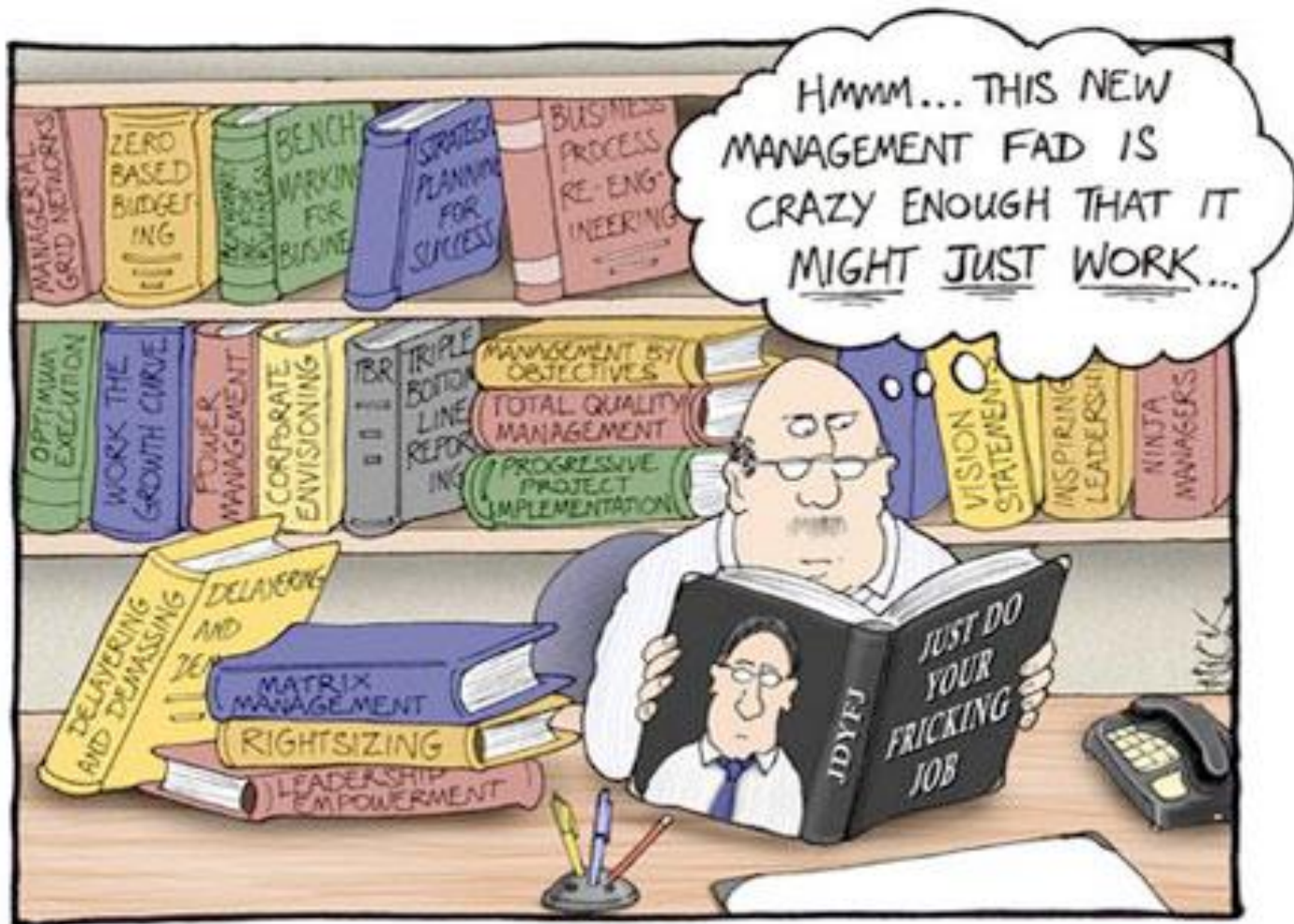
Managers@Work

- 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
 - Managing ICT in a global environment

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

Organizational Change & Consultancy

Organizational Change

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



Consultancy

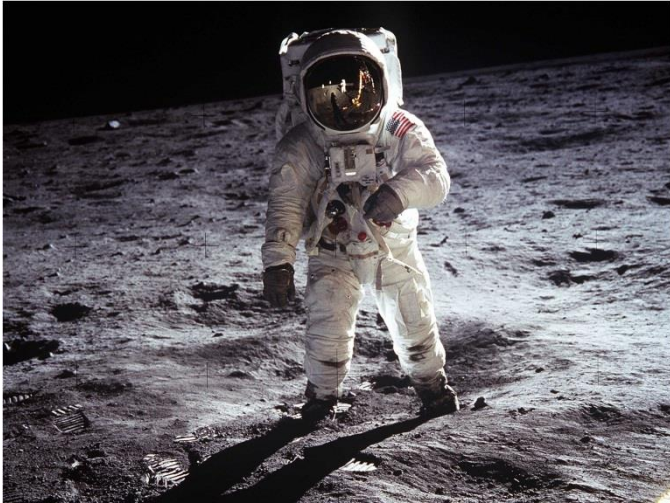
- Understand the role of management consultants
- Discuss the effects of consultants and how this depends on the relationship with the client

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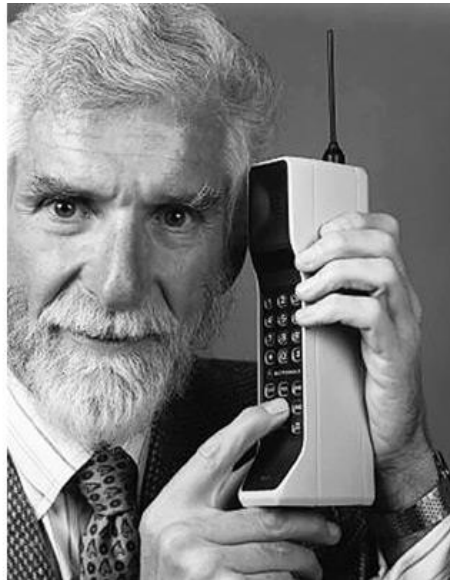
BCG
THE BOSTON CONSULTING GROUP

McKinsey&Company

Organizational 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

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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 (February – August)



That's the MSc IB Organization track!

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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 Track Organisation



693 graduates
Employed in 32 countries



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Project Manager
Management Consultant
Recruitment Coordinator



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pwc



DHL

KPMG

Deloitte.

Shell

MSc graduates SBE IB Track Organisation period 2004-2018



Any questions?

Go to: www.maastrichtuniversity.nl/sbe

➤ Contact

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Or visit us at the information market in the Mensa