Course Descriptions None 2023-2024

Course Title	Organisational Learning
Course Code	EBC4048
ECTS Credits	6,5
Assessment	Whole/Half Grades

Period

Period	Start	End	Mon	Tue	Wed	Thu	Fri
2	30-10-2023	15-12-2023	X		X		

Level	Intermediate/Advanced
Coordinator	Desiree Schumacher For more information:d.schumacher@maastrichtuniversity.nl
Language of instruction	English

Goals

Written communication
* Write rigorous and original academic piece that integrates insights from various topics related to Organizational Learning to identify a research gap. Visualize the integration and argue for its relationships.

Oral communication
* Effectively communicate to specialist and non-specialist audiences. This includes demonstrating strong presentation skills, project-management skills, interpersonal skills, and a high level of argumentation and context sensitivity.

Collaborative leadership and team work
* Create a psychologically safe and constructive learning environment where you show reciprocal respect. Guide a workshop session that has a clear objective, a sound intervention, and a proper debriefing that allows for continued group functioning. Effectively function in a diverse environment and work in diverse teams.

Personal leadership and learning ability
* Share constructive feedback in a meaningful and responsible way. Respond to the received feedback by recognizing its relevance and transfer it to the task.
* Identify beneficial learning conditions for yourself and others and continuously develop these learning conditions.

Description

Organizational learning refers to processes of discovering new knowledge at individual, team, and organizational levels, and capturing knowledge in repositories such as procedures, systems, and culture. By learning, firms improve their internal processes, external adaptation, and performance. It is therefore not surprising that learning is at the core of many modern practices such as Lean Management, Scrum, Agility, and so on. This course addresses classic and contemporary theory on organizational learning in order to understand how to improve learning in organizations.

Literature	To be announced: academic articles
Prerequisites	Courses and workload are very demanding for all IB master courses. Exchange students need to have obtained a Bachelor degree in business. Advanced level of English.
Teaching methods	PBL / Assignment / Papers / Groupwork
Assessment methods	Final Paper / Attendance / Participation / Assignment
Evaluation in previous academic year	For the complete evaluation of this course please click http://iwio-sbe.maastrichtuniversity.nl/rapporten.asp?referrer=codeUM

This course belongs to the following programme / specialisation

Master Business Research - No specialisation	Year 1 Disc - IB Org: Mgmt, Change and Consultancy
Master Business Research - Operations Research	Elective Course(s)
Master International Business - Accounting and Business Information Technology	Elective Course(s)
Master International Business - Entrepreneurship and Business Development	Elective Course(s)
Master International Business - Managerial Decision-Making and Control	Elective Course(s)
Master International Business - Information Management and Business Intelligence	Elective Course(s)
Master International Business - Marketing-Finance	Elective Course(s)
Master International Business - Organisation: Management, Change and Consultancy	Compulsory Course(s)
Master International Business - Strategic Corporate Finance	Elective Course(s)
Master International Business - Strategic Marketing	Elective Course(s)
Master International Business - Strategy and Innovation	Elective Course(s)
Master International Business - Supply Chain Management	Elective Course(s)
Master International Business - Sustainable Finance	Elective Course(s)
Master Learning and Development in Organisations	Compulsory Course(s)
SBE Exchange Master	Master Exchange Courses
SBE Non Degree Courses	Master Courses