

## Course Descriptions None 2023-2024

Course Title Supporting Learning at the Workplace  
Course Code EBC4100  
ECTS Credits 6,5  
Assessment Whole/Half Grades

Period	Start	End	Mon	Tue	Wed	Thu	Fri
5	15-4-2024	7-6-2024	C				

Level Advanced

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Language of instruction English

Goals

1. Define, interpret, and analyse real-life HRD-related problems and contribute to a resolution.
2. Build a valid argumentation for the choices and decisions made.
3. Convince the client of the validity of the presented definition, interpretation, and analysis of the problems as well as the suggested solutions.
4. Manage a project in a professional way, while making use of the resources and diversity, and cooperating with the client in a professional way.
5. Deliver informed feedback and respond to received feedback coming from different stakeholders (peer, business mentor, academic advisor, tutor, team members) in a meaningful and responsible way.
6. While working on the team project, act on feedback, recognizing the relevance of lessons learned.

Description

The central question in this course is: how to organize Learning and Development (L&D) as strategic tools in an Organisation? The course focuses on how issues of Professional Learning, Training and Development (L,T&D) are dealt with in organisations and the challenges they face when (re-)designing, implementing and evaluating L,T&D programs or tools. More specifically, the course addresses how organisations connect L, T&D to their strategic plans in order to make Professional Learning a strategic tool in itself.

### Objectives

- \* Being able to analyse the contextual factors within and outside an Organisation that influence how an Organisation positions and develops L&D trajectories
- \* Understanding various tools for supporting L&D and being able to define the criteria for selecting appropriate tools within the context of an Organisation
- \* Being able to formulate and argue upon suggestions for the design of L&D trajectories, taking into account the insights concerning the context of an Organisation (e.g., labour market, external environment of an Organisation), theories of learning and development, and the role of the Organisational mission and strategic plans.

Literature Builds further on literature from previous courses

Prerequisites This course is NOT open for NON master MOL students!

Teaching methods Presentation / Lecture / Assignment / Papers / Groupwork / Research / Coaching

Assessment methods Assignment / Presentation

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 Learning and Development in Organisations Compulsory Course(s)