Course Descriptions None 2026-2027

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

Period

Period	Start	End	Mon	Tue	Wed	Thu	Fri
5	12-4-2027	4-6-2027	X			X	

Level	Advanced
Coordinator	Wendy Nuis, Catherine Dejardin, Laurie Delnoij For more information:w.nuis@maastrichtuniversity.nl; c.dejardin@maastrichtuniversity.nl; l.delnoij@maastrichtuniversity.nl
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 1.) Define, interpret, and analyse real-life HRD problems based on academic insights and contribute to a context-specific solution. 2.) Build an effective argumentation for the choices and decisions made. 3.) Convince the client of the validity of the presented problem definition, interpretation, and analysis as well as the suggested solutions. 4.) Manage a team project in a professional way, while making use of the support, resources and diversity available and cooperating with the client. 5.) Deliver informed feedback and act on received feedback coming from different stakeholders (peers, organizational coach, academic coach, tutor, team members) in a meaningful and responsible way.
Literature	Builds further on literature from previous courses
Prerequisites	This course is NOT open for NON master MOL students!
Transitional Regulations	
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 Courses