Course Descriptions Master 2014-2015

Course Title	Supporting learning at the workplace
Course Code	EBC4100
ECTS Credits	6,5
Assessment	None

Period	Start	End	Mon	Tue	Wed	Thu	Fri
5	13-4-2015	5-6-2015		X			X

Level	Advanced
Coordinator	Mien Segers For more information:m.segers@maastrichtuniversity.nl
Language of instruction	English
Goals	Specific competencies (1) Position learning and development as part of the organisational strategy Specify the contribution of development and training to organisational development and strategic positioning of the organisation Design for learning in organisations on the level of individuals, teams and organisation Identify and improve organisational culture and values supportive for learning and development (2) Develop a learning and development policy Understand learning of individuals and workgroups in organisations Identify training and development needs (on individual, team and organisational level) Devise HRD policies and implementation plans Implement HRD plans (including the 'make or buy' decisions on training programmes) Evaluate the contribution and role of HRD to an organisation (3) Manage the quality of the learning and development-function Introduce improvements to HRD in an organisation Monitor and control the use of resources Accountability: monitoring the (cost) effectiveness of learning and development programmes Generic competencies: Awareness of broader context Problem-solving skills Interpersonal and team-working skills Project management
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 Didactical concept The course is organised as an integrative project. The students take the role of (HRD) consultant, and work in a project team on a project provided by the organisation. The project assignment requires students to analyse the action(s) an organisation takes (or not) in order ro "Support Learning and Development on the workplace". Therefore they make an analysis and evaluation of a specific learning and development problem of a particular organisation. Feedback with an organisational coach, the academic coaches and the tutor support students in this integrative project. Students present and report their findings and recommendations for design and implementation to the peer student teams, the clients (organisations providing the project) and the planning group of this course.
Literature	The literature from the other program courses has to be used as resources for the integrative project. In addition, students have to search for relevant literature.
Prerequisites	This course is NOT open for NON master MOL students!
Teaching methods	PBL / Presentation / Assignment / Groupwork
Assessment methods	Final Paper
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 Management of Learning	Compulsory Courses