Introduction and Special Features

The York St John MSc in Leadership and Management aims to recruit a diverse range of students who share a passion for Leadership and Management more generally. As a student on this programme you will be studying alongside others who wish to move into or further develop their careers in Leadership and Management.

As a student on this programme you will follow discipline-specific modules ensuring required depth and sustained investigation. Through the development of an integrated and critically aware understanding of management from a leadership and people perspective, the programme involves you in a demanding process of personal and leadership development, through engagement with project work for your own and/or external businesses.

There are nine ‘taught’ modules on the MSc Leadership and Management programme and they include some specific leadership and people focussed modules; Leadership and Management, People Management, Organisational Change & Culture, and Leadership and Management Coaching. The Business School has specific expertise in Coaching and Mentoring and you will be exposed to the latest thinking in this subject area. In addition to the leadership and people focussed modules, you will also learn about business more widely through exploring and analysing the business and critically evaluating the role of sustainability within the modern business environment. These modules include; Business and Sustainability, International Business Strategy, Project Management and Introduction to Research in Contemporary Business Issues and Applied Research in Contemporary Business Issues. All students on the MSc programmes within York St John Business School complete a module of independent study which is titled the Research Investigation. This module provides you with the opportunity to investigate in depth an area of particular interest to you that links with your programme of study. You will be supported in conducting this research by an academic from your field of interest. To support you in being able to conduct this work you will take Researching Contemporary Business Issues modules, that all students on the MSc programmes within the Business School study. These modules provide the opportunity to engage with current academic and practitioner business debate and encourage students to explore a range of
relevant business topics. These modules are designed in such a way that promotes a multi-disciplinary approach, for example, you will receive input from a variety of disciplines (business and non-business) thus allowing you to see business issues from a variety of perspectives.

The curriculum has been carefully designed to ensure that there is a balance of theory to application and that there regular opportunities for you to engage with the world of business. There will be regular guest input from business professionals, case studies and projects in modules that will allow you to apply your knowledge of the theory to a range of real-world business scenarios.

The programme offers opportunities to reflect upon, evaluate and apply key Leadership and Management theories and concepts as well as encouraging creative and innovative thinking in the application of relevant management models. As you progress through your studies you will not just be taught academic theory related to the subject. You will be encouraged and supported to develop skills that will prepare you for developing your career in management, especially related to leadership and management.

**Admissions Criteria**

You must meet the University’s general entry criteria for postgraduate study.

If your first language is not English, you need to take an IELTS test or an equivalent qualification accepted by the University (see [https://www.yorksj.ac.uk/international/how-to-apply/english-language-requirements/](https://www.yorksj.ac.uk/international/how-to-apply/english-language-requirements/)).

If you do not have traditional qualifications, you may be eligible for entry on the basis of Accredited Prior (Experiential) Learning (APL/APEL). We also consider applications for entry with advanced standing.

**Programme Aims**

The overall aim of the programme is to develop you as a potential manager and leader with a sound understanding of the skills necessary to undertake a management or leadership role:

- Develop a critical, reflective and integrated understanding of Leadership and Management within a context of business sustainability, corporate social responsibility and ethics, helping you undertake effective roles within business organisations as part of a wider strategic team.

- Provide opportunities for advanced study and practical application of the key concepts and concerns within business including the importance of coaching and mentoring in the development of business strategy and organisational culture.

- Develop your self-awareness. This is grounded on positive and critical attitudes towards culture, diversity, change management and conflict management. The framework is created around the role of management and leadership in the context of a dynamic and vibrant business and management environment.

- Provide you with the opportunities to apply theory into practice within complex environments, systematically and creatively in order to improve the use of Leadership and Management skills through project work with the MBA students and personal research.

- Develop and enhance your lifelong learning skills and professional development in order to work with self-direction and originality.
Programme Learning Outcomes
YSJU Level M / NQF Level 7 / FHEQ M Programme Outcomes

On successful completion of Postgraduate Certificate you will be able to:

Knowledge and Understanding
1. demonstrate a systematic, integrated and critically aware understanding of challenges and issues within Leadership and Management;
2. formulate a critical awareness of the role of Leadership and Management in the context of organisational response to changes in the global business environment, particularly issues of diversity and conflict management;

Cognitive and Thinking Skills
3. make use of critical and creative information using appropriate decision making techniques in order to solve Leadership and Management problems and identify and evaluate options;
4. demonstrate effective synthesis and analysis of information and knowledge in order to extract meaning and understanding;

Practical/Professional Skills
5. judge complex issues systematically and creatively, with the ability to develop sound analyses whilst dealing with incomplete data;
6. demonstrate adaptability, originality, insight, critical and reflective abilities which can be brought to bear on problem situations;

Key Transferrable Skills
7. be self-directed with the ability to act autonomously in planning and implementing decisions and strategies;
8. learn independently and to continue to work in a way that ensures continuing professional development.

On successful completion of Postgraduate Diploma you will be able to:

Knowledge and Understanding
1. demonstrate a systematic, integrated and critically aware understanding of challenges and issues within Leadership and Management;
2. demonstrate an advanced understanding of concepts, information and techniques informed by research and the study of Leadership and Management;
3. acquire a deep knowledge and critical understanding of the role of Leadership and Management in the context of organisational response to changes in the global business environment, particularly issues of diversity and conflict management;

Cognitive and Thinking Skills
4. recognise the importance of sustainable business, corporate and social responsibility and ethical intent when critically evaluating the role of Leadership and Management practice within a wide organisational perspective;
5. demonstrate the effective synthesis and analysis of information and knowledge in order to extract meaning and understanding of practical challenges;
6. acquire a deep knowledge and understanding of sustainable business, corporate and social responsibility and ethical intent when critically evaluating the role of Leadership and Management practice within a wide organisational perspective;

Practical/Professional Skills
7. judge complex issues systematically and creatively, with the ability to develop sound analyses whilst dealing with incomplete data;
8. demonstrate adaptability, originality, insight, critical and reflective abilities which can be brought to bear on problem situations;
9. demonstrate the ability to make and communicate clearly decisions in complex and unpredictable organisational contexts;

Key Transferable Skills
10. recognise the importance of technological skills and the application of research strategies in effective management decision-making;
11. learn independently and to continue to work in a way that ensures continuing professional development;
12. demonstrate the ability to use knowledge and information effectively to isolate key concepts and share knowledge.

On successful completion of the Masters you will be able to:
1. demonstrate in-depth, specialist knowledge and mastery of techniques relevant to the study of opportunities and challenges of Leadership and Management;
2. demonstrate an advanced understanding of concepts, information and techniques informed by knowledge at the forefront of the study of Leadership and Management;
3. design, conduct, analyse and disseminate an extended independent piece of research relevant to the field of Leadership and Management from inception to completion;
4. exhibit mastery in the exercise of generic and subject-specific intellectual abilities;
5. take a proactive, independent and self-reflective role in working and developing professional relationships with others.

Programme Structure

Full-time

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<th>Code</th>
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<th>Term</th>
<th>Title</th>
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C: Compulsory, CP: Compulsory for progression to the next level, CA: Compulsory for award, O: option or E: elective.

Part-time (2 year route)

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**MMB043** M 2 2 Organisational Change and Culture 15 C
**MMB045** M 2 2 Leadership and Management Coaching 15 CA
**MMB063** M 2 3 Research Investigation 45 C

C: Compulsory, CP: Compulsory for progression to the next level, CA: Compulsory for award, O: option or E: elective.

**Teaching, Learning and Assessment**

All modules are delivered utilising a range of teaching, learning and assessment strategies including lectures, seminars, a guest speaker programme, tutorials, workshops and global café style learning activities. Each module tutor will adopt the best practices to facilitate your learning and development.

There are a range of international business focussed modules on the MSc Leadership and Management programme and they include: Leadership and Management, People Management, Organisational Change and Culture, and Leadership and Management Coaching. In addition to the leadership and people focussed modules you will also learn about business more widely through exploring and analysing the business and critically evaluating the role of sustainability within the modern business environment.

All modules listed above are assessed through a programme of work undertaken whilst studying for the MSc Leadership and Management. A range of assessment tools are used including presentations, critical essays, portfolios and reflective journals, exams and case study work. Each module tutor will provide opportunities for formative assessment feedback to inform your work prior to submission.

All taught contact sessions at York St John Business School are supported by a wide range of materials such as online resources. Study beyond the classroom reinforces and prepares you for the classroom delivered contact sessions, as well as directing and encouraging supported open learning and independent learning. Each module has a Virtual Learning Environment where you and other Masters level students will be encouraged to be involved with online debate and collaborative approaches to learning. The MSc Leadership and Management is underpinned by the latest industry insights and you will have access to a wide range of supporting resources whilst studying at York St John University.

You will receive detailed feedback on assessment to help you develop and continuously improve your performance whilst on the programme. Advice will be provided in relation to development, further areas for research and guidance on how to enhance your knowledge of business and practice.

All students of York St John University Business School receive the opportunity for study support including academic writing and research skills to enhance employability and career development in the field of business management.

**Progression and Graduation Requirements**

The University’s general regulations for awards apply to this programme.

Any modules that must be passed for progression or award are indicated in the Programme Structure section.

Marks from the modules MMB063 (Research Investigation) and MMB065 (Applied Research in Contemporary Business Issues) will be used for classification in borderline cases.

The MSc Management exit award is to be awarded to for successful achievement of 150 or 165 credits at masters level, without a pass in both of the compulsory for award modules.
Internal and External Reference Points

This programme specification was formulated with reference to:

- University Mission Statement [see page two]
- Strategic Plan 2015-20 [see page four]
- QAA subject benchmark statement
- Framework for Higher Education Qualifications

Further Information

Further information on the programme of study may be obtained from:

- Admissions entry profile (Admissions)
- Programme validation document (Registry – Academic Quality Support)
- Regulations (Registry – Academic Quality Support)
- Student programme handbook (faculty)
- Module handbooks (faculty)

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