

Unique Suite of Advanced Postgraduate University Qualifications in Leadership

FAQs

	Question:	Answer:
1	What makes these programmes & qualifications different from what I can get elsewhere?	These Leadership development programmes are unique in two ways. First, they focus on the essence of leadership rather than business skills, namely behaviours and values. Second, these qualifications actually verify you are a competent leader as opposed to most academic qualifications that would only demonstrate you have the knowledge to become a competent leader but not necessarily the aptitude.
2	How much does it cost to do a PGC?	£7,950 + VAT Inaugural cohort (March 2012) £7,450 + VAT Early-bird discount (latest payment, Nov 2011) £6,950+VAT
3	How much does it cost to do the PGD?	PGC + £7,950 + VAT
4	How much does it cost to do the MA?	PGD + £5,650 + VAT
5	Are these programmes good value for the investment?	<p>Masters programmes can range in price from £3,000 to £50,000 depending on the method of learning, the content and the prestige of the establishment offering the qualification. The unique value of these programmes is that the lead tutors have relevant leadership experience themselves which is supported by academic rigour – the best of both worlds!</p> <p>In addition these programmes have been specifically designed by business leaders at LeaderShape for leadership in the 21st century. This requires individuals to understand their brain, develop their own behaviours, and act beyond their own ego for the benefit of all the stakeholders of their organisation.</p>
6	Why is the MA priced differently?	The MA consists of fewer workshops and is even more self-directed than the PGC and PGD.

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7	How long does it take to get the PGC, PGD and MA qualifications?	We would anticipate that a PGC would be completed in 16 months, with a further 16 months for the PGD. The schedule is partially fixed because of the timings of the workshops. The length of time taken for the MA will depend on the complexity and planning of the final project and percentage of your time available to complete the project, however anything from 6 -18 months would be reasonable.
8	What is included in the programme?	The PGC includes 5 all-day and 2 x 1½ day workshops (including all meals and overnight accommodation), a psychometric test, a 360° assessment, and three essays ranging in length from 3500 – 4500 words (or other equivalent agreed assessment methods – see 17 below). The PGD includes the same number of workshops, assessments and essays as the PGC. The Master’s Degree includes 2 all-day workshops, a Research Methods module and assessment and a major final project and assessment.
9	What are the core text books for the programmes?	For the PGC, the core text book is The New Leaders by Goleman, Boyatzis and McKee (2002). For the PGD, the core text book is Spiritual Intelligence – The Ultimate Intelligence, Zohar and Marshall (2000). A core text book for all programmes will be The Invisible Elephant and The Pyramid Treasure – Transpersonal Leadership Development, J Knights – to be published early 2012 (summary to be published by Tomorrow’s Company in autumn 2011). There is also a non-exclusive list of recommended reading.
10	What / where is the venue for the workshops?	Set within a beautiful and tranquil parkland estate, Dunchurch Park is an excellent conference venue. The hotel, with its attentive staff and excellent facilities is designed for maximum flexibility to make the most of your stay. See http://www.signaturegroup.co.uk/index.html for further details. Dunchurch is within easy access of the M1, M6 and M40, a few miles south-east of Coventry in the middle of the Warwickshire countryside. See http://www.signaturegroup.co.uk/contactus.html for further details
11	What accommodation is included in the price of the programme?	Overnight accommodation at Dunchurch is included for the middle overnight stay of all 1½ and two day events. Where accommodation is required for the night before or after a workshop, B & B can be reserved at the discounted rate of £60 (current price, subject to change).

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12	What is the title of the qualification?	The precise title of the qualification may be tailored to reflect your professional context, so, for example, if you were a Director in a Charitable organisation you might elect to have a PGC in “Emotionally Intelligent Leadership in the Charitable Sector”, or the Health Sector, or Media Sector (for example) The MA could be an MA in Transpersonal Leadership or again be contextualized to reflect the sector you work in and possibly the nature of your final project (NELM).
13	What is the workload?	<p>The nominal (guideline) learning requirement is 10 hours per credit unit and there are 60 credits for each level of qualification so each level requires 600 nominal hours - which is similar to any postgraduate study.</p> <p>This may sound onerous but putting things into practice in the workplace (doing your day job!), capturing your reflections, discussion with tutors and colleagues all count towards the time requirements, in addition to the time specifically dedicated to workshops, 1-2-1s, writing essays etc. So, in practice it is not difficult to accumulate the necessary learning hours, which do NOT need to be logged. Remember, it is the quality of your outputs that determine the successful achievement of the qualification, not the input of hours.</p>
14	What is Work-Based Learning (WBL)?	<p>Work Based Learning (WBL) is a means of capturing the value of the learning that occurs every day in the workplace. Enlightened Academics have created a framework that allows for the recognition of the outputs from your work. The focus is on putting new learning into practical use at work and thereby increasing the quality of your outputs. This, in turn, also then feeds information into your studies so that the new perspectives become fully integrated into enhanced professional practice for you.</p> <p>WBL is a relative new approach that involves numerous interventions including coach/mentoring, action learning, reflective practice, multi-rater assessment, etc. This approach focuses on enabling and verifying that the student not only understands the subject but is also competent in its application.</p>

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15	Why did we choose to work with the University of Chester as our partner?	<p>We needed a partner that recognized and understood our advanced approach to learning which is to provide an environment and context to enable individuals to find their own solutions (as opposed to “teaching” which implies “We know everything and tell you the answers”).</p> <p>The University of Chester** is a world leader in Work-based Learning. They are pioneers in the subject and advisers to other university on flexible WBL programmes. More students have been put through Univ. of Chester's WBL programmes than any other university, they are attuned to the needs of business and have shown flexibility in meeting the needs of different sectors.</p> <p><i>Note **: One of the oldest higher education establishments in the UK. Its original buildings were the first in the country to be purpose-built for the professional training of teachers.</i></p>
16	What Support will I receive during the course?	<p>You will be well supported by your Course Tutor who will be there to provide regular feedback on your progress and any drafts of work submitted. The tutor will have 1-2-1 tutorial/coaching sessions with you and will be available via email and telephone in between workshops and 1-2-1s.</p>
17	How is the work assessed?	<p>Assessment methods vary depending upon the module. Some modules will be assessed by means of submitting a critically reflective essay on a topic that addresses the Learning Outcomes for the module.</p> <p>Your course tutor will provide formative feedback on your draft essays and help you to refine the direction of your work so that you have the best chance of achieving the grade you aim for. Other modules (Negotiated Experiential Learning Modules - NELMs) may be assessed by means of a report, a presentation and discussion, or other method which you will agree on an individual basis with your tutor as being most appropriate for the project you elect to undertake.</p> <p>The final submission of Essays or other forms of evidence will be marked by the Course Tutor then will be submitted for ratification by the University’s liaison tutor and an external examiner.</p>

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18	Who will the Tutors be?	<p>Normally there will be two tutors from the LeaderShape faculty – occasionally there may be more. They will be former CEOs themselves or equivalent as well as accredited coaches and experienced facilitators in leadership development with an appropriate postgraduate qualification in Work Based Learning. For the PGC starting in January 2012 the course tutors will be Danielle Grant and John Knights – http://www.leadershape.biz/faculty.aspx</p> <p>For the MA, a University of Chester senior tutor will lead the programme.</p>
19	What materials are needed / provided?	<p>Course binders, notes and guidelines will be provided on an ongoing basis including reading lists and guidance prior to assessment. You will be supplied with the books that are “required” reading. Books from “recommended” optional reading lists are not provided.</p>
20	Who is the programme for?	<p>The programme is intended and designed for leaders and aspiring leaders in organisations who wish to be the most effective they are capable of and who believe in the importance of a values-led approach to sustainable organisations. However, you must in some way be leading (supervising, managing, influencing) people in order to carry out the assessments and projects.</p>
21	<u>ROI No 1.</u> What is the value and benefit to me?	<p>You will have a qualification that is directly relevant to your professional life and aspirations and which verifies that you are indeed a competent leader. You will gain greater self-awareness, an enhanced ability to critically reflect and analyse situations and a deepening of your understanding and awareness of how to lead others in your organisation. These skills are transferable and applicable to any problem or situation that may arise, which enables you to be more effective in your role in the workplace and in life.</p>
22	<u>ROI No 2.</u> What is value and benefit for my organisation?	<p>Your organisation will get value from the specific projects you undertake as part of your studies and from you being a better leader! As a result they will benefit from greater performance from you and the people around you.</p>

	Question:	Answer:
23	ROI No 3. How can I convince my organisation that they should invest in this programme for me?	Many studies demonstrate that good leadership is what makes the major difference in organizational performance and productivity over the long term. The financial cost of this programme is insignificant compared to the potential increase in performance you can deliver to the organisation. And although these programmes will take up quite a bit of your time, the beauty of work-based learning is that much of the time spent earning your qualification will be while you are doing your day job as well as working on specific projects that will themselves improve the performance of the organisation.
24	Can I get credit for prior learning?	Credit can be given for prior learning that is relevant to the course. The amount of credit given will be assessed and agreed on an individual basis. The type of learning that can be counted may include things such as LeaderShape workshops or a portfolio of relevant work as well as formally certificated learning that you have done in the past. If the learning is more than 5 years old, you will need to show that it has been developed and used in the intervening years and therefore still relevant
25	Do I need a first degree to go on the programme?	No formal prior educational qualifications are needed. The approach is intended to validate the learning that takes place in the workplace (this is where the University of Life can also count!). LeaderShape are able to assess and recommend to the programme, individuals who, in our view, are operating in their professional lives at a level that is commensurate with Masters' level study. The most important qualification to embark on a WBL programme is a desire to learn and develop and a willingness to robustly challenge both your own thinking and opinions those of others in academic literature.
26	What do I do next?	Contact Danielle Grant at dgrant@leadershape.biz or any other director or faculty member of LeaderShape whom you know and ask for an application form. Or phone 0870 990 5576. <i>Remember to get the early-bird price for the March 2012 PGC, full payment must be completed by end of November 2011</i>

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