

Welcome to Maastricht University

School of Business and Economics



MSc International Business Organisation: Management, Change and Consultancy

Developing your leadership abilities

Dr. Hannes Guenter

Associate Professor of Organizational Behavior

Coordinator MSc IB/Organisation: Management, Change and Consultancy

What is this thing called organisation?

PHILIPS

**AMNESTY
INTERNATIONAL**


Hiltor



Google



ZURICH



THE RITZ-CARLTON



**ZU
YD**

SCOPE | 3MA



GREENPEACE

ABB

McKinsey&Company

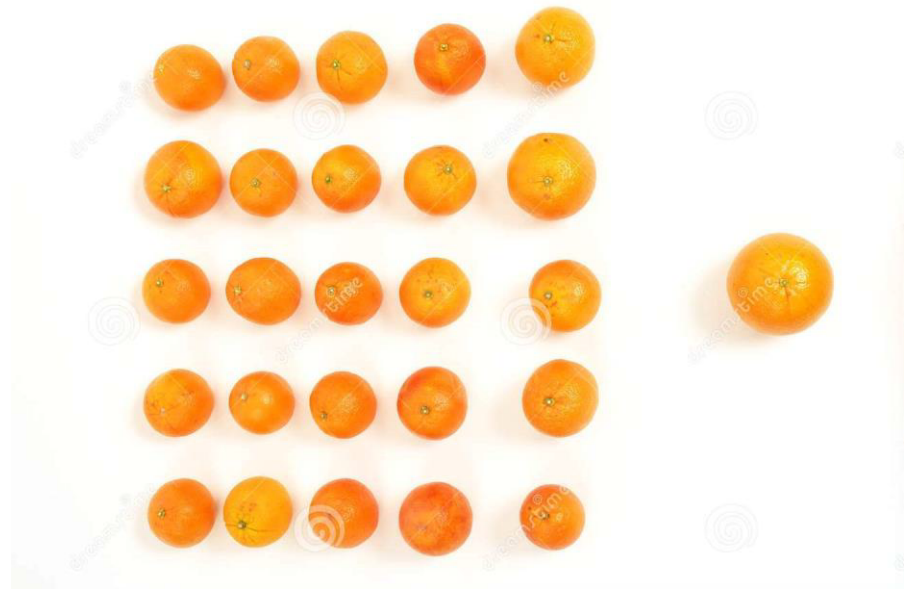
 **Maastricht University**

The New York Ti

Why should you choose Organisation: Management, Change and Consultancy?

If you are eager to learn...

- how to lead and manage an organisation
- how to analyse organisational processes
- how to sharpen your critical thinking skills and develop your leadership abilities
- know how to provide solutions to increase organisational effectiveness
- work in the field of consultancy, human resources, general management



The track structure

Period	Month	IB/Organisation	
1	Sep	Organisational Change and Consultancy	International Business Research
	Oct		
2	Nov	Organisational Learning	Elective
	Dec		
3	Jan	Skills Training: Writing a Master' s Thesis	
4	Feb	Leadership	Writing the Master' s Thesis
	Mar		
5	Apr	Managers@Work	Writing the Master' s Thesis
	May		
6	Jun	Completing the Master' s Thesis	
	Jul		

Waking Up

How a Gang of Unlikely Rebels
Transformed Big Blue

Source: Hamel, G. (2000). Waking up IBM, Harvard Business Review, July/August, pp. 137-146.

Organisational Change

- Learn about the benefits and risks of change
- How to lead change?
- How to reduce resistance to change?



Consultancy

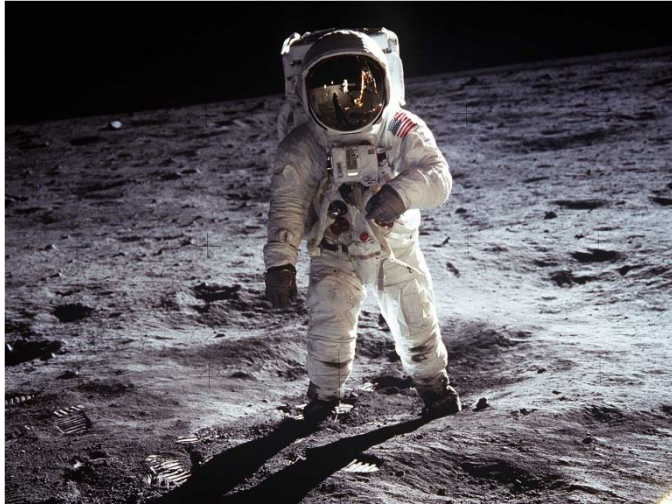
- Understand the role of consultants
- Discuss the effects of consultants and how this depends on the relationship with the client

International Business Research

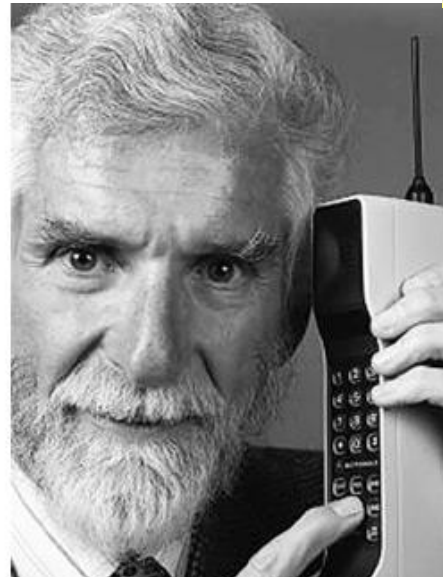
- Learn to conduct organizational research
- Become acquainted with research methods
- Distinguish good from mediocre research
- Make sense of and evaluate research findings



Organizational Learning



“This is one small step for man, one giant leap for mankind.”



RIP, Motorola: Lenovo to phase out the iconic name

January 08, 2016 in Technology

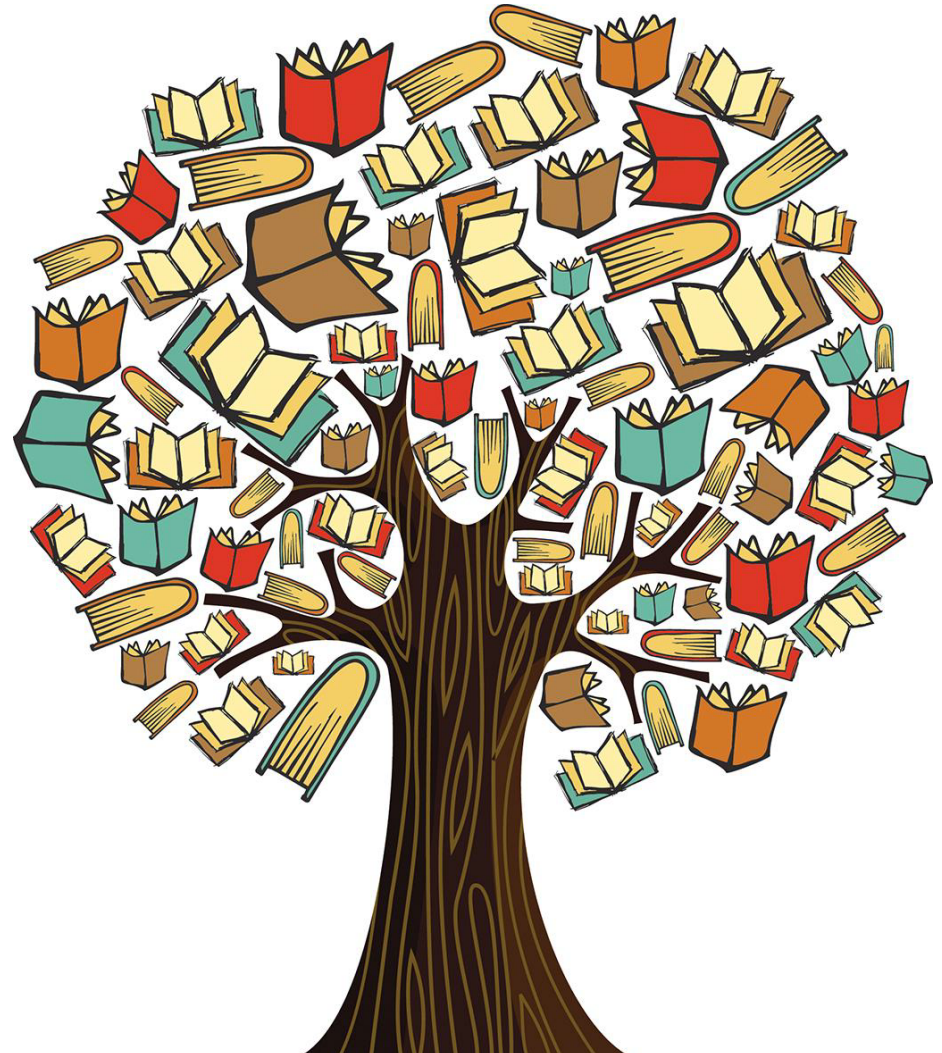
[+ Share / Save](#) [f](#) [t](#) [e](#) ...



motorola

Designing Learning in(to) Organizations

- Multi-level
 - Individual
 - Interpersonal
 - Leadership
 - Teams
 - Culture
 - Structure
- HRM & Design
 - Training
 - Selection
 - “Processes”
 - (Physical) Environment



Electives

- Choose from MSc International Business courses
- Some interesting options are:
 - Entrepreneurship and Innovation
 - Retailing and Distribution
 - Data Management
 - Strategic Performance Analysis

Skills Training: Writing the Master's Thesis

- Understand the basic requirements of a master's thesis
- Learn how to get from a broad research interest (e.g., top management teams) to a specific research model to be tested empirically
- Learn about research design, data collection (e.g., questionnaire study), and statistics
- Two-week period with expert lectures and meetings with MSc thesis supervisor

Leadership

- Leadership is a specialized role and a social influence process
- Leadership is not a one-way street but an interactive process between leaders and followers
- There is no leader without a follower

“The first follower is actually an underestimated form of leadership”

Derek Silvers

Leadership

- Understand leadership theory and learn about the evolution in leadership thinking
- Explore practice of leadership: for example, by studying practitioner-oriented articles
- How to lead yourself (so you can lead others): Self-assess and develop your leadership capacities
- Critical thinking and reflection are important pillars in this course



Managers@Work

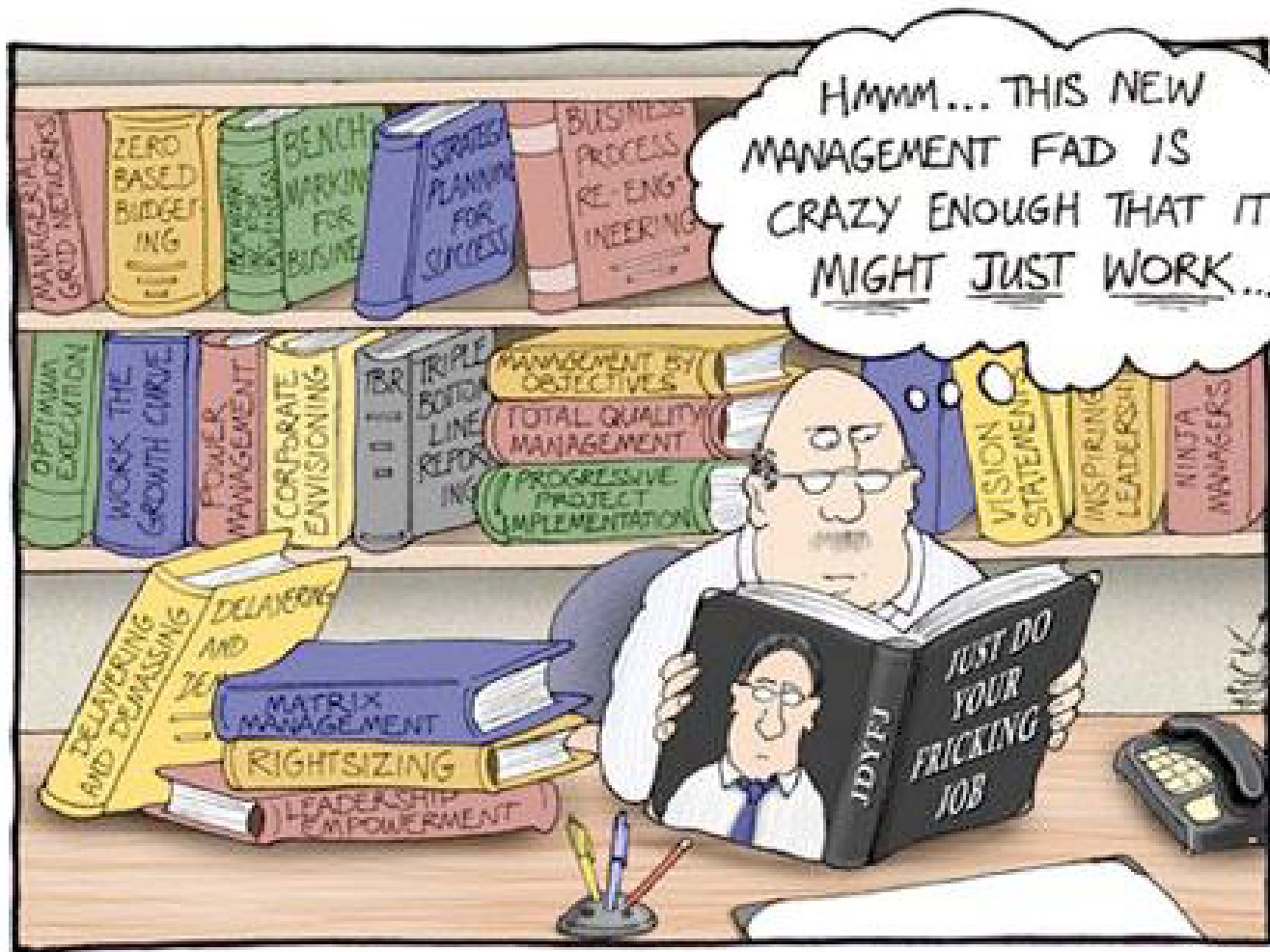
- The actual practice of management means mastering complexity, uncertainty and performance
- Managerial practice is a dynamic mix of science, craft and art
- Managers need to deal with information, people and action (in- and outside their organization)
- They are responsible for sustainability and the (plural) future of business and society
- Students will Interview and shadow real managers and meet/talk with them at the managers' forum

Managers@Work

- Evidence-based management is the dominant methodology, not just for the course but also for managerial practice
- Evidence-based means building one's judgment on findings from scientific research, on business facts & figures, on benchmarking best practices and relying on professional experience in- and outside
- But... evidence-based is more easily said than done. It all depends however on the quality of the evidence and the quality of judgement and decision making



Managers@Work



Writing the Master's Thesis

- In-depth scientific study of an organisational problem
 - Academic relevance
 - Managerial relevance
 - Relevance to you
- Thesis completed over the course of seven months (February – August)



That's the MSc IB Organization track!

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Double Degree Program

- Double degree program with Universidade Nova de Lisboa
 - Combined study program leading to two Master's degrees

International Triangle Program

- A three-way exchange with three unique selling points:
 - Academic experience in three top academic institutions
 - Real project collaboration between faculty, professionals and students in all semesters
 - Gain experience in three different (business) cultures and parts of the world

For more information: www.triangle-network.org

Master of Global Business (MGB)

A comprehensive cohort program across 3 continents

- Part of your studies at the University of Victoria (Canada) and Centrum (Peru)
- Gain knowledge on the comparative socio-economic environment in North America, South America, and Europe
- Enables you to develop high cultural awareness and the ability to work effectively in a multicultural environment

More information? Please contact Renee Rijnders
r.rijnders@maastrichtuniversity.nl

Is IB/Organisation: Management, Change and Consultancy right for you?

- Be eager to learn what it takes to become a good manager and leader
- Be curious about why and how people behave the way they do in organisations, and how to influence behaviour at the workplace
- Be interested in developing your analytical skills



Careers of our alumni

MSc – IB Track Organisation



615 graduates
Employed in 32 countries



HR Manager
Project Manager
Management Consultant
Recruitment Coordinator



accenture
High performance. Delivered.

Capgemini
CONSULTING. TECHNOLOGY. OUTSOURCING.

pwc



Deloitte

MSc graduates SBE IB Track Organisation period 2004-2015



Maastricht University

Organisation alumni working as senior consultant business analytics and strategy at IBM



“....I wanted to become a Change Management consultant. The MSc IB Organisation track was the perfect stepping-stone for my professional career. It helped me to gain deeper insights in the drivers and effects of change in organisations. It also enabled me to grow skills in leadership, management of international teams, and how to cope with different cultures...”

Bram Nauts, 2012 graduate

Organisation alumni working as management consulting analyst at Accenture



"The Organisation track has proven very valuable to me. It provided me with an international network of academics and practitioners in the consulting space.

It helped me develop strong facilitation and problem solving skills essential to my daily work. It also enhanced my ability to lead and work in diverse (virtual) teams to produce tailored solutions in short time...."

Lena Lierz, 2014 graduate

Organisation alumni working as senior campaign manager at Unruly©



"By allowing me to enhance my skills and capabilities in for instance team motivation, cross-team communication and crisis management, the MSc IB Organization track has truly proven its value on an almost daily basis. "

Wout Gijsbers, 2012 graduate

Organisation alumni working as junior consultant at Korn Ferry Hay Group



“The Master IB Organisation: Management, Change & Consultancy has been very valuable for me because it confirmed my aspiration to work in consulting. The knowledge and skills gained in the Organisation Masters have proven to give a solid foundation to work as a consultant at the global management consulting firm Korn Ferry Hay Group. ”

Vera Aldenhuijsen, 2015 graduate



Any questions?

Go to: www.maastrichtuniversity.nl/sbe

➤ Contact

E-mail: h.guenter@maastrichtuniversity.nl

Or visit us at the information market in the Mensa

