# Welcome to the School of Business and Economics

MSc Management of Learning



#### MSc Management of Learning

#### Learning and Development in Organisations

Dr. Simon Beausaert Program coordinator Associate professor Learning and Development in Organisations Dep. Educational Research & Development, Maastricht University





# THE WORLD IS CHANGING FAST...

Continuous learning and development

# HOW TO DEAL WITH CHANGES?

# What makes Samantha excel?

What are drivers for high-quality performance and engagement?





# ΜΟΤΙVΑΤΙΟΝ



#### → 10,000 Hours Of Practice To Be Exact <

Contrary to popular belief it's not always innate genius or talent that will make you a success It's all about the hours of work that you put in, which means **ANYONE** can do it MAKES





# What is Expected from L&D Professionals?

Strategic thinkers How to realize the organization's strategy? How to enhance employees engagement?

Developers How to support the development of business's next generation?

Analysts How to develop and use learning analytics?







# Core Issues in the Master Management of Learning

What are the costs and benefits of formal education and training for workers and firms? Why do older workers invest so little in training?

Change implies learning... How do professionals learn? What is professional learning about? Do teams also learn? What is team learning about? Should organizations really change and adapt constantly? Which changes are necessary, at what time and to what extent? Can these changes be managed in any way? What is the strategic role of L&D?

> What makes organizations learn? How?



## Core Features Management of Learning



#### ☑Community of learners

☑ Small-Scale Programme: 40 students annually

International Student Population

☑ Close Collaboration with Multi-disciplinary Staff

Research Focus on Practice:

- ☑ Consultancy Projects
- Workshops by Leaders from Industry
- ☑ Company visits
- ☑ Research Lunches with Staff and Companies
- Master Thesis in Cooperation with Companies

#### Courses



#### ☑ Our Courses:

- ☑ Small Group-Work
- Real-time Projects with Real-time Clients

 Study-Coaching Trajectory
Development of Team Work Skills
Training in Writing, Presenting and Communicating Your Work to Colleagues, Clients and Companies

# Program Outline

Period 1	Period 2	Period 3	Period 4	Period :
Organisational Change & Consultancy	Organizational Learning and Development	Skills Training: Writing a Master's Thesis Proposal	Writing the Master's Thesis	
Economics of labour markets and human capital	Theories and Models of Learning		Selected Topics in Strategic HRM	Supportir Learning at Workplac



#### Admission



# 

Motivation Letter

. . .

- ☑ Evidence Core Competencies:
  - ☑ Analytical Skills,
  - ☑ Academic writing Skills,
  - ☑ Statistics and Research Skills
    - Show Evidence: GMAT, Papers, Thesis,

# Rankings and Reputation Fast Facts





6 Years

Consecutive 'top rated program' award by Keuzegids

Image: Second second

8,6/10 Evaluation of the program in 2017

Highest ranked Master programme @UM Maastricht University

# Alumni Careers

More than 250 graduates Employed in 21 countries





MSc graduates SBE Management of Learning period 2004-2016



# So What About YOU?

- Want to contribute to Innovation & Change?
- Genuine Interest in the Development of People?
- Good Interpersonal Skills?
- Enjoy Teamwork?
- Academic Curiosity?





# Any Questions?

- Visit our Websites:
  - www.managementoflearning.nl
  - ➢ <u>www.maastrichtuniversity.nl</u>
  - <u>https://www.facebook.com/MoLMaastrichtUniversity</u>
- Or visit us at the information market in the mensa
- Or Contact us by email:
  - <u>s.beausaert@maastrichtuniversity.nl</u>



# Looking Forward to Meet You



