



DEVELOPING NEW MANAGERS PROGRAMME

A WORK-BASED LEARNING APPROACH



THIS UNIQUE MANAGEMENT LEARNING PROGRAMME ENABLES MANAGERS TO DEVELOP A DEEPER UNDERSTANDING ABOUT A BUSINESS/ MANAGEMENT AREA TO ADDRESS AND APPLY TO THE CURRENT AND FUTURE NEEDS OF THEIR ORGANISATION

ABOUT THIS PROGRAMME

The Developing New Managers (DNM) Programme has been developed by Global Centre of Work Applied Learning (GCWAL) .

It uses a unique consultative work-based learning approach for the learning and development of new and emerging managers based on their current and future needs as well as their organisations.

The participants and their organisations will identify the relevant business or management skills and knowledge that will benefit the individual participant as well as the needs of their organisation.

With the support of Programme Advisors, the participants will plan and undertake the initial implementation of a work-based project which will enable them to acquire and apply the relevant business or management skills and knowledge.

Participants will reflect with their immediate supervisor on the business or management knowledge areas relevant to the work-based project. Such a process ensures that the participants undertake work-based projects to enable them to not only achieve the project outcomes for the organisation, but also learning outcomes for themselves.

This programme is delivered online over 3 months with in-built facilitation and coaching and the learning is directly integrated into the participant's work situation through a work-based learning process.

ENTRY CRITERIA

This programme is designed for managers and emerging managers who their organisations believe would become more effective in their jobs and improve their performance by undertaking the work-based project.



HOW DOES THIS PROGRAMME WORK

PROGRAMME STRUCTURE

During this programme, the participants will:

- scope the work-based project based on the needs of their organisations, with the approval of their immediate supervisor,
- identify the current business/management knowledge which is relevant to their work-based project,
- systematically analyse and synthesise the information for their work-based project,
- adapt and integrate the knowledge to their work-based project,
- develop a plan for their work-based project and undertake the initial implementation of the plan, and
- evaluate the initial implementation of the project with their immediate supervisor.

PROGRAMME KNOWLEDGE (K)

With the guidance of the Programme Advisors, the participants will access business/management knowledge specific to their individual work-based project.

In addition, GCWAL will provide directed readings on Work-Based Learning and Reflective Practice.

LEARNING MATERIALS AND ACTIVITIES

Participants will also engage in:

- directed reading of relevant articles and other learning materials through the learning management system and on-line library
- pre-recorded learning videos and activities to encourage active learning, critical thinking and reflection.

ROLE OF THE PARTICIPANT

Each participant will produce the following deliverables:

- A work-based project plan
- a monthly reflective report on the initial implementation of the plan; and
- A project implementation report, integrating the monthly reflective reports and a summary of the participant's reflections on the development of the work-based project.

CERTIFICATION

Those participants who complete the deliverables will receive a **Certificate of Completion** from GCWAL.

Participants who do not complete the deliverables to the required standard will receive a **Certificate of Participation** from GCWAL.

ROLE OF GCWAL PROGRAMME ADVISORS

Experienced Programme Advisors will provide written feedback on the project plan and reflective reports produced by each participant. They will also facilitate regular webinars to assist in the learning process as the participants reflect on their project and their development in the context of the planning of project and initial implementation.

ROLE OF THE MANAGER

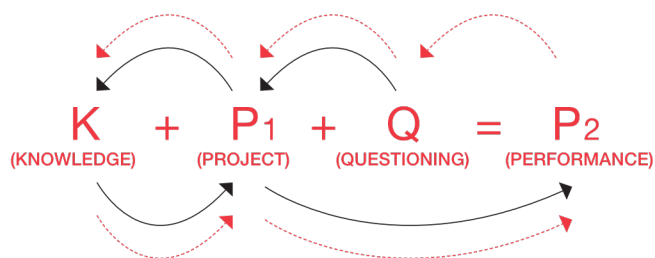
The manager of each participant plays a crucial role in this programme. The participants will provide their managers the project plan for their approval, the monthly reflective reports as well as the implementation report.

In addition, the managers will receive the copies of the Programme Advisor's written feedback on the reflective reports.

The triangulation process comprising the reflective reports from the participant, feedback from the Programme Advisors and the manager's observations of the participant will aid the manager to assess the participant's progress.

CONSULTATIVE WORK-APPLIED LEARNING (WAL) PROCESS

During this programme, participants will go through a consultative WAL process as summarised in the learning formula:



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They will:

- Critically reflect on the relevant business and management skills they need to acquire
- Question (**Q**) how to solve the problem
- Define their work-based project (**P1**)
- Reflect and apply the relevant knowledge (**K**) to achieve the required skills
- Achieve performance outcomes (**P2**) including learning and project outcomes.





PROGRAMME FEE

The programme fee per participant is **AUD10,000, plus GST**. Each cohort requires 12 managers.

Where the programme is delivered outside Australia, the same programme fee applies, plus any applicable taxes in that country.

Additional fees will apply if customisation of the programme is required based on the needs of the client such as an increased duration of the programme or additional support.

ABOUT



At the **Global Centre for Work-Applied Learning** (www.gcwal.com.au), we empower individuals, teams, and organisations to learn to enable change.

Our suite of learning programmes is designed for a range of people from new employees to senior management. Each programme uses our consultative work-applied learning process to achieve change, whether at an individual, team or organisational level. All programmes are delivered online with inbuilt support from experienced facilitators.



FOR FURTHER INFORMATION ON OUR PROGRAMME, PLEASE CONTACT US:

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