



## **Developing Managers Programme**

### **Overview**

The Developing Managers Programme (DMP) has been on-going since 1995 and continues to evolve as an initiative targeted specifically at middle/aspiring senior managers.

The underpinning rationale is to equip managers with the self-awareness, knowledge, skills, behaviours and attitudes to develop both themselves and their businesses to perform more effectively and competitively in an ever changing working environment.

The programme offers a transformational learning experience for those who, as part of their personal development, are keen to pursue a management qualification as well as benefit from a practically orientated management programme. It is relevant to those who do not have a specific academic background in management, as well as to those who wish to develop their existing management skills.

Key elements include:

- A practically orientated management programme
- Tangible benefits for both the individual and the organisation
- A university management qualification
- A programme tailored to participants without an academic background in management

### **Programme Delivery**

The programme, which lasts approximately 14 months is structured around six modules:

- Personal and Professional Development
- Leadership
- Marketing
- Finance
- Improving Organisational Performance
- Management Project

Delivery is through two full day workshops for each module (2 days every 6-8 weeks) plus participants undertake work based learning and independent study. The programme does not have exams. Assessment is by a company-based assignment at the end of each module.

Between modules there are three, half-day Action Learning Sets, to maximize transfer of learning back to the workplace.

On successful completion of all six modules participants achieve the Advanced Diploma in Management Practice. The qualification carries 120 CATS points at undergraduate level 5 and participants have the opportunity to proceed to the final year of the BSc Hons in Management Practice.



### **Impact/Benefits**

Aimed at managers who want to develop and sustain a competitive advantage the Developing Managers Programme offers both organisational and personal development through exposing managers to leading edge theories, models and frameworks. There is a clear emphasis on how behavioural change results in enhanced business capability.

Participants return to their organisations with the analytical skills needed to identify, analyse and solve complex business problems, the confidence needed to make important business decisions, and the leadership skills needed to drive fundamental change. In doing so, they will make a significant impact on the performance of their organisation by enabling managers to provide direction, gain commitment, facilitate change and achieve results through the efficient, creative and responsible deployment of people and other resources.

Some of the specific business impacts include revised marketing strategy, cost reductions, updated performance management systems and changed leadership styles. Whilst on a personal level participants have gained promotions both internally and externally

“The course content has proved to be very relevant to my own work circumstances and the setting of assignments against the backdrop of each students own work environment produces “live time” benefits that are immediate for both myself and my employer. “

### **Mark Price, Europa General Underwriters**

“The business has greatly benefited from the learning programme within the DMP course. We’ve followed a marketing plan, operational structure guidance and applied the theory to many working practices.”

### **Trevor Dornan, East Belfast Mission**

### **Programme Cost**

**£1950** - Cost includes residential induction, all module activities and award fees

### **Contact**

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