Module description

B875 MBA project: Leaders of Change is a 30-credit module within the new MBA qualification. It is the capstone of the MBA qualification and is expected to be the last (compulsory) module that the students will study. The module brings together multiple MBA pathways - MBA Technology Management, MBA Leadership Practice, SLMDA - enabling students to take into account differing perspectives and contexts, building the capabilities of future Leaders of Change.

B875 enables MBA students to develop as reflective and independent practitioners by exploring a real business environment identified inside or outside the UK context, and influence real organisational outcomes, if their recommendations are implemented, that could be relevant both in the UK and internationally. B875 offers the opportunity to students to make a real change and become Leaders of Change.

Particularly, B875 allows students to build specialised expertise by putting the theory taught on the MBA into practice, engaging in life-changing learning that can challenge their understanding of theories and management practices. Students will identify a real problem in their organisation (an organisation they have worked for or they can find enough information about) and look for a change that will help solve this problem. Students will write their recommendations as to how they can proceed with implementing this change and their reflections, either on the implementation of the change or on the suggested recommendations. B875 students will develop as Leaders of Change that go beyond applications of theoretical and practical skills to become reflective practitioners, critical thinkers and independent professionals.

The aim of Unit 1 (assessed in TMA01) is to support the students in deciding on the organisation, problem and change they will focus on in their EMA. Students will also consider how their chosen problem and change relates to their career aspirations, leadership skills and professional practice. Finally, students will review the literature and draw on a variety of theories in order to offer a theoretical justification of their topic selection.

In Unit 2 (assessed in TMA02) students will go through planning, time management, stages of research process and epistemological assumptions that can help them manage the research process. Then, students will develop an understanding of collecting and analysing data. Particularly, they will explore the use, collection and analysis of secondary data along with the use, collection and analysis of primary qualitative and quantitative data. Finally, the students will advance their knowledge of the ethical issues associated with practitioner research.
In Unit 3 (assessed in EMA). Students will get time to implement their change or collect and analyse their data. They will also explore how they can draw conclusions from their data, and they will look at the requirements of their EMA, receiving support in order to write up their management project. Finally, the students will have time to concentrate on writing their MBA project.

**Person specification**

The person specification for this module should be read in conjunction with the [generic person specification](#) for an associate lecturer at The Open University.

As well as meeting all the requirements set out in the generic person specification, you should have:

- a postgraduate degree in business management or management education;
- knowledge of the research process required at postgraduate level, including experience of collecting and analyzing research data using a variety of research methods;
- evidence of ability to support students designing and conducting primary and secondary research;
- current (or in the last three years) middle or senior management experience in practice, or proven consultancy experience at a similar level;
- a demonstrable understanding of working across sectors (e.g. public, private and not-for-profit) and business functions;
- familiarity with ethical implications in research and knowledge of relevant research ethics debates in management;
- recent evidence (in the last three years) of effective presentation and facilitation skills at postgraduate level in both an online (synchronous and asynchronous) and face-to-face teaching and learning environment;
- an ability to support students in multimedia online learning using tools such as internet and library searches, podcasts, open source software applications (e.g. OpenStudio or similar) and collaborative online group discussions;
- an ability to support the professional development of students through a practical knowledge of using social media, including Twitter, LinkedIn and writing blogs;
- an ability to support students in completing their MBA project, including an understanding of the requirements for completing a research-based MBA project informed by theoretical and practical elements;
- evidence in supporting students to achieve learning outcomes involving knowledge and understanding and the development of cognitive, practical and professional skills;
- demonstrable subject knowledge, including of current issues and debates in business and management practice from both a UK and global perspective;
- an ability to give both verbal and written feedback, appropriate to students studying at postgraduate level and who may also be practicing managers;
- an ability to engage with different theoretical perspectives in order to help students relate theory to their own practices and help them develop theoretical justifications, reflective learning, and a tolerance for ambiguity alongside critical thinking skills and approaches;
• current or recent evidence (in the last three years) of working with people from different cultural contexts, demonstrating an understanding of different perspectives on work, learning, etc.

It would be an advantage to have:

• experience of teaching using Adobe Connect, BlackBoard Collaborate or other HEI bespoke equivalents;
• knowledge and understanding of key theories in contemporary management, including topics in marketing, leadership, ethics and their application in practice and research;
• Previous experience of supervising postgraduate dissertations.

Additional information

• tuition for this module is a blended approach with 4 online tutorials and 2 day schools.
• there is a residential school and tutors contracted to teach B875 are strongly encouraged to also apply to teach at the residential schools

You will be expected to:

• run the day schools (face-to-face or online alternative) and online tutorials using Adobe Connect
• facilitate online forums (including tutor group forums) and activities with OpenStudio
• provide formal and informal feedback on students’ work, including the End of Module Assessment (EMA)

Module related details - a full explanation can be found on the website

| Credits awarded to the student for the successful completion of a module: | 30 |
| Number of assignments submitted by the student: | 2+EMA |
| Method of submission for assignments: | Electronic |
| Level of ICT requirements: | 2 |
| Number of students likely to be in a standard group: | 16 |
| Salary band: | 6 |
| Estimated number of hours per teaching week: | 8 |