STUDY WORLD
Global College Malta

Master of Science in Leadership and Change Management

Programme Specification

Course Rationale

The Global College Malta MSc in Leadership and Change Management is a forward-thinking, cutting-edge programme of study that focuses on key challenges that leaders and managers face in the modern business environment. The MSc degree will give you the conceptual and analytical skills needed to become a results-driven professional who can effectively harness innovation in a startup or an existing business.

Through your coursework, which includes a mix of practical and academic assessments, you'll enhance your abilities around opportunity recognition, product development, commercialisation, operational growth, strategic thinking, and more. You'll receive support from the College's teaching team, who have valuable experience in the fields of entrepreneurship and innovation management. Their industry insights will help you understand how to relate your studies directly to your own career.

The MSc degree covers: Innovation management and entrepreneurship frameworks to help develop business strategies; The factors that impact innovation, such as economic, social, environmental, and technological challenges; The role of markets and customers, including the impact that market changes can have on a company; and How to conduct financing for business operations, particularly assessments for new products and business startups.

Our strong emphasis on your personal and leadership development will be supported by regular sessions to develop your skills in a wide range of areas from communication and negotiation to team-building and leadership.

The course is studied on a full-time basis over a period of one year.

MQF/EQF Qualification Level	Status of Programme	Type of Qualification	Number of ECTS
7	Accredited	Master Degree	90

Mode of Delivery
Face-to-face

Programme Duration
12 months

Mode of Attendance
Full-time

Target Audience
19 - 65+

Language of Instruction
English

Target Group

Middle to Senior organisational managers in commercial for-profit organisations, the public sector and the voluntary sector.

Structure of Course

Modular

Pass Rate

Excellent

Entry requirements

Prior to entering the Master's programme of study with the College, applicants should normally possess:

- A good degree from a recognised university institution or equivalent recognised higher education institution. Whilst a degree in a subject broadly related to Business and Management is advantageous, this is not essential. The application process will carefully consider the suitability of the student to successfully complete the programme based on the information provided. Where appropriate, a discussion will be held with the applicant to determine their suitability, or
- A graduate level professional qualification from a recognised University institution or appropriate comparable recognised higher education institution. A graduate level professional qualification in a subject broadly related to Business and Management is advantageous. The application process will carefully consider the suitability of the student to successfully complete the programme based on the information provided. Where appropriate, a discussion will be held with the applicant to determine their suitability, or
- Where appropriate, a pre-master's orientation programme approved by Global College Malta.

Students whose first Language is not English and who have not previously been exposed to spoken and written English at a reasonably advanced level will normally be required to demonstrate an English competence of IELTS 6.0 or equivalent. The College may undertake a video interview with the prospective student to better understand their English proficiency and, where appropriate, may also require a Medium of Instruction certificate from the student's previous educational institution. The English language proficiency requirement may be waived if the student is a native speaker of English and they have completed their secondary education in a country where English is the official language or English was the language of instruction where they graduated.

Applicants are strongly encouraged to have two or more years' relevant work experience, although this need not necessarily be continuous, and may have been undertaken on a voluntary or unpaid basis.

Course Learning Outcome

Having close regard to the level descriptors of Level 7 of the Malta Qualifications Framework, the overall educational aims of the College's Masters programme are as follows:

- To provide a programme of study that will enable students to fulfil their intellectual, professional and human potential through a transformative educational experience that combines rigorous academic study with immersive exposure to contemporary practice in business and management;
- To develop international professionals and leaders with the vision, knowledge, creativity, skills, ethics and entrepreneurial ability necessary to take an integrated, critically aware, dynamic and strategic view of organisations and to make a valuable contribution to both organisations and society;
- To develop analytical abilities, using concepts derived from a wide range of academic disciplines, directed towards business problem solving and innovation in organisational contexts;
- To instil a professional mindset characterised by a strong work ethic, desire to excel, creative thinking, social awareness and global outlook;
- To provide students with managerial competence in a variety of applied skills; and,
- To develop business acumen, personal and professional skills, and autonomous learning ability to enhance students' employability on graduation and their life-long career prospects.

Course Teaching and Learning

The Global College Malta Master's programme of study uses a range of teaching methods to suit different learning styles. Typically, the programme of study is delivered through a combination of modern face-to-face lectures, webinars, seminars and discussion forums, tutorials, group work, case studies, guest speakers, organisational visits and independent study.

Delivery of the College's Master's programme has close regard to the needs of learners. Accordingly, much of the learning is either delivered at times to suit those learners who may have day time employment or child care commitments or made available in a supported teaching format. At all times, the views and needs of students are taken into account. By means of example, theoretical concepts might typically be delivered to students in modern face-to-face lecture formats which may then be further developed through subsequent interactions based around small group seminars, group case study analysis and digital discussions. Modern face-to-face and interactive learning sessions encourage students to critically examine key elements of business and management. In addition to attendance at formal learning sessions, students are expected to undertake independent self-study in order to support their individual learning journeys.

To assist with independent self-study and group work the College provides access to a large number of physical and electronic learning resources. The rich learning materials made available by the College may include lecture presentations and supporting learning notes, topic discussion chat opportunities, links to videos and web pages, and much more. The use of modern delivery tools has enabled highly effective and creative delivery and discussion opportunities, which learners welcome. The ability of the student learner to be able to access certain learning content at a time and in a location that suits them has proved to be a highly effective learning mechanism, enabling robust reflection and skills embedding in a social context that suits changing lifestyles. The modern learning techniques used by the College enables our student learners to develop a range of life skills alongside their academic business skills.

In addition to utilising a rich and varied range of delivery techniques, assessment of the programme of study and its constituent modules is designed to be an integral part of the learning process for students in order to enhance and confirm their knowledge and practice. In addition to summative assessment, formative feedback is provided to students through a combination of tutor feedback, self-reflection and peer group feedback. Combined, formative and summative assessments provide a measure of the extent to which students have achieved the learning outcomes of the individual modules.

Assessment

The programme of study utilises a variety of modern assessment techniques including coursework and examinations. Coursework is typically in the form of essays, reports or case studies, while group or individual presentations may be required to assess other competencies. Examinations typically take the form of written elements or multiple-choice questions and maybe unseen or part-seen, where assessment material is released in advance. The College seeks to offer flexibility in how assessments are undertaken and, where appropriate and pedagogically secure, the programme of study may utilise relevant online tools to deliver assessments. Details of the assessment procedures are given in the individual module specifications. All written assessments are submitted online via the internationally recognised plagiarism software, Turnitin.

The College's Master's programme of study utilises a variety of assessments including coursework and examinations. Coursework is typically in the form of essays, reports or case studies, while group or individual presentations may be required to assess other competencies. Examinations typically take the form of written elements or multiple-choice questions and maybe unseen or part-seen, where assessment material is released in advance. The College seeks to offer flexibility in how assessments are undertaken and, where appropriate and pedagogically secure, the programme of study may utilise relevant online tools to deliver assessments.
The dissertation/major project on the Master's programme of study is a written piece of work and may involve a supporting presentation.
Details of the assessment procedures are given in the individual module descriptors.

Hours of Total Learning

TOTAL LEARNING HOURS	2250
Total Contact Hours	330
Supervised Placement and Practice Hours	10
Self-Study Hours	1650
Assessment Hours	260

Modules

Module Code	Module Name	EQF/MQF Level	ECTS	Total Hours of Learning
GCM-M01	Marketing in Practice	7	8	200
GCM-M02	Accountancy & Finance	7	8	200
GCM-M03	Research Methods	7	8	200
GCM-M04	Strategic Management	7	8	200
GCM-M05	Organisational Behaviour/ HRM	7	8	200
GCM-M06	Leadership	7	8	200
GCM-M11	Strategic Change	7	8	200
GCM-M12	Business Models	7	8	200
GCM-M17	Dissertation/ Major Project	7	26	650

Modules Details

GCM-M01	Marketing in Practice	7	8	200

Competences: at the end of the module/unit the learner will have acquired the responsibility and autonomy to:

- Analyse and demonstrate the relative importance of marketing to a specific business or organisation
- Create an outline brief for a market research organisation to carry out a specific research project based on sound organisational research
- Supervise and monitor marketing spend as part of a continuing campaign for a specified organisation
- Be responsible for generating customer interaction in an organisation's market research approaches

GCM-M02	Accountancy & Finance	7	8	200

Competences: at the end of the module/unit the learner will have acquired the responsibility and autonomy to:

- Produce competent draft accounts for an organisation;
- Create a budget outline incorporating both annual and capital expenditure evaluating the appropriate balance of these;
- Demonstrate, based on research, the different means of appraising investment projects as part of a capital investment plan, and authorise the most appropriate for a given organisation;
- Be able to authorise expenditure against budget; and,
- Monitor regularly-reported management accounts and authorise remedial action where relevant.

GCM-M03	Research Methods	7	8	200

Competences: at the end of the module/unit the learner will have acquired the responsibility and autonomy to:

- Monitor circumstances within and around an organisation to determine when to recommend research projects be developed and approved;
- Authorise the commissioning of appropriate organisation-relevant research projects; and,
- Manage projects if so commissioned by the organisation.

GCM-M04	Strategic Management	7	8	200

Competences: at the end of the module/unit the learner will have acquired the responsibility and autonomy to:

- Critically analyse the internal and external environment of the organisation;
- Create a draft strategic plan for a chosen organisation;
- Represent the views underlying the strategic plan to the most senior decision-making team of an organisation; and,
- Produce a detailed and informed monitoring report on the progress of the strategic plan based on research of the detailed circumstances.

GCM-M05	Organisational Behaviour/ HRM	7	8	200

Competences: − at the end of the module/unit the learner will have acquired the responsibility and autonomy to:

- Supervise a staff team;
- Identify, set, and achieve personal and staff goals;
- Manage a department or section of a department including the personnel within it;
- Select an appropriate person(s) to recruit to a post; and,
- Select an appropriate person(s) to undertake a successful project.

Modules Details

GCM-M06	Leadership	7	8	200

Competences: – at the end of the module/unit the learner will have acquired the responsibility and autonomy to:

- Understand and effectively apply appropriate leadership behaviours in different organisational circumstances;
- Effectively collaborate with colleagues to ensure the development of complementary and appropriate leadership approaches across the organisation; and,
- Monitor leadership behaviours across an organisation through a formal and continuing research process.

GCM-M11	Strategic Change	7	8	200

Competences: – at the end of the module/unit the learner will have acquired the responsibility and autonomy to:

- Critically understand and apply the key concepts of organisational change;
- Critically analyse and apply relevant models and techniques which are useful to implementing change management across a variety of different contextual scenarios;
- Effectively identify and seek to apply best practice in human resource management practices relating to organisational change management;
- Confidently develop effective strategies to overcome any barriers to change that might occur during change implementation projects;
- Recognise the key competencies of change agents and their impact on both the organisation and internal/external stakeholders; and,
- Effectively plan, manage and control projects successfully and on time.

GCM-M12	Business Models	7	8	200

Competences: – at the end of the module/unit the learner will have acquired the responsibility and autonomy to:

- Critically understand the link and association between strategy and operations by applying business models; and,
- Critically examine and identify those operational areas which can provide an organisation with a key competitive advantage.

GCM-M17	Dissertation/ Major Project	7	26	650

Competences: – at the end of the module/unit the learner will have acquired the responsibility and autonomy to:

- Critically monitor and assess the circumstances within and around an organisation to determine when to recommend research projects be developed and approved;
- Have the knowledge, understanding and authority to authorise the commissioning of appropriate organisation-relevant research projects; and.
- Be able to implement research projects if so commissioned.

Module Teaching and Assessment for all Modules except Dissertation

The module will normally have the following assessment regime:

- Written examination: this will typically account for some 40% of the final grade and takes the form of a written examination under controlled conditions.
- Individual Essay(s): this will typically account for some 40% of the final grade and takes the form of a specialised essay. Students will be required to explore an emerging trend or topic within the theory and practice of the module discipline. This will require an extensive search of the relevant academic and practitioner-based literature and students will need to make reference to both academic and industrial/practitioner sources in their written work.
- Group work: this will typically account for some 20% of the final grade and takes the form of a report. A selection of the groups will be invited to present or pitch at the end of the module to a panel.

All taught modules will be assessed as follows:

- A range of assessment methods appropriate to the subject material being taught will be used to assess the module including, by means of example, written examinations, assignments, individual and group project work, and assessed presentations. The assessment load will be equivalent to some 4,000 words at Level 7.

Module Teaching and Assessment for Dissertation

Each student will be allocated a supervisor who will help them with the development of their project proposal, oversee progress with the project, comment as appropriate on draft materials produced by the student and be available to assist the student with the project, as appropriate.

The dissertation/major project is assessed via the production of a dissertation of some 10,000 to 12,000 words in length.

Where necessary, a viva voce will be conducted in those instances where the provisional mark is considered to be a marginal pass.

To successfully complete the module an overall pass mark of 40% must be achieved.

All assessments will be submitted via the internationally recognised plagiarism software Turnitin.

Study Material

All students will have access to EBSCO, the world's largest online library, Moodle for class notes and Turnitin for the upload of assignments

Grading System

A	>70%
B	60% - 69%
C	50% - 59%
D	40% - 49%
Minimum Pass Mark	40%

Course Fees

Kindly refer to the course page on the website for updated fees.

Contact Us

LOCATION

Global College Malta,
SmartCity Malta, SCM01,
Ricasoli, Malta.

- enquiries@gcmalta.com

- +356 2180 1252

- +3567923 2322 (What's App)