HRODC Postgraduate Training Institute, A Postgraduate-Only Institution, Verified by, & Registered With, UK's Department for Education.

#030

Executive Leadership and High-Performance Team Management, Postgraduate Short Course.

Leading To:

Diploma – Postgraduate – in

Executive Leadership and High-Performance Team Management, Double-Credit, 60 Credit-Hours.

Accumulating to a Postgraduate Certificate, with 120 additional Credit-Hours, and a

Postgraduate Diploma, with 300 additional Credit-Hours.

+44 1902 763 607;
+44 20 8133 2760;
+44 7736 147 507;
+44 7586 676 208.

https://www.hrodc.com
institute@hrodc.com;
london@hrodc.com
Skype: hrodcltdpgti4

HRODC Postgraduate Training Institute,
A Postgraduate-Only Institution,
Verified by, & Registered with, UK's Department for Education

Prof. Dr. R. B. Crawford - Director
PhD (UCL – Uni London); MEd M. (Uni Bath); PGC IS (Uni West London); Adv Dip Sc Ed (Uni Bristol); PG Dip Doctoral Research Supervision (Uni Wolverhampton); F.I.M.S.; HR Specialist (I.M.S.); Executive M. AOM; M. AAM; M. ISGS; M. SCOS; M. RG.
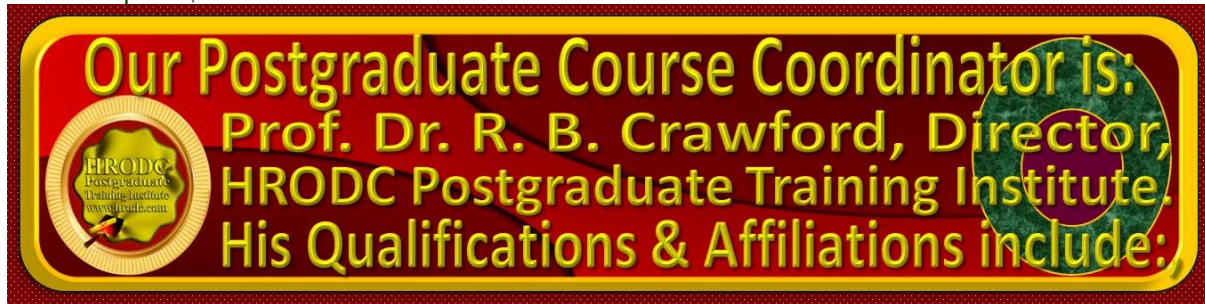
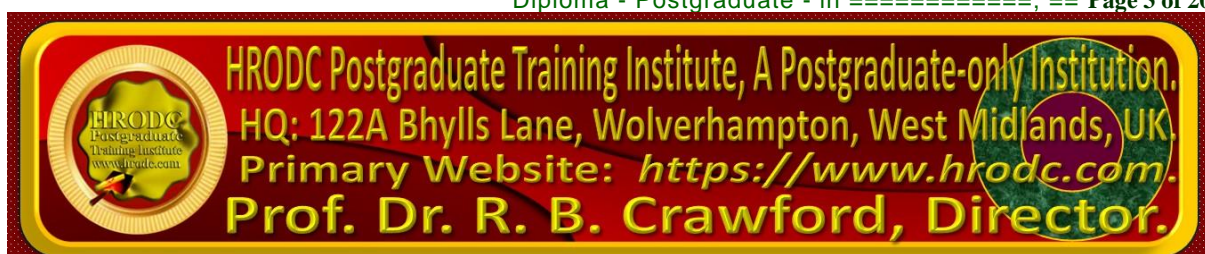**Featured PG Dip; PG Cert; Dip PG.**
Click For Details!

General Diploma: Access To Postgraduate.
Click For Details!

HRODC Postgraduate Training Institute, A Postgraduate-only Institution,
HQ: 122A Bhylls Lane, Wolverhampton, West Midlands, UK.
Primary Website: *https://www.hrodc.com.*
Prof. Dr. R. B. Crawford, Director.

Executive Leadership and High-Performance Team Management, Leading to Diploma - Postgraduate - in Executive Leadership and High-Performance Team Management, Double-Credit, 60 Credit-Hours, accumulating to A Postgraduate Certificate, with 120 additional Credit-Hours, and a Postgraduate Diploma, with -300 additional Credit-Hours

Our Postgraduate Course Coordinator is: Prof. Dr. R. B. Crawford, Director, HRODC Postgraduate Training Institute. His Qualifications & Affiliations include:

➢ Doctor of Philosophy {(PhD) {University College London (UCL) - University of London)};

➢ MEd Management (University of Bath);

➢ Postgraduate (Advanced) Diploma Science Teacher Ed. (University of Bristol);

➢ Postgraduate Certificate in Information Systems (University of West London, formerly Thames Valley University);

➢ Diploma in Doctoral Research Supervision, (University of Wolverhampton);

➢ Teaching Certificate;

➢ Fellow of the Institute of Management Specialists;

➢ Human Resources Specialist, of the Institute of Management Specialists;

➢ Member of the Asian Academy of Management (MAAM);

➢ Member of the International Society of Gesture Studies (MISGS);

➢ Member of the Standing Council for Organisational Symbolism (MSCOS);

➢ Member of ResearchGate;

➢ Executive Member of Academy of Management (AOM). There, his contribution incorporates the judging of competitions, review of journal articles, and guiding the development of conference papers. He also contributes to the Disciplines of:

- Human Resources;

- Organization and Management Theory;

- Organization Development and Change;

- Research Methods;

- Conflict Management;

- Organizational Behavior;

- Management Consulting;

- Gender & Diversity in Organizations; and

- Critical Management Studies.

HRODC Postgraduate Training Institute, A Postgraduate-only Institution. HQ: 122A Bhylls Lane, Wolverhampton, West Midlands, UK. Primary Website: *https://www.hrodc.com.* **Prof. Dr. R. B. Crawford, Director.**

Professor Dr. Crawford has been an Academic in the following UK Universities:

➢ University of London (Royal Holloway), as Research Tutor;

➢ University of Greenwich (Business School), as Senior Lecturer (Associate Professor), in Organisational Behaviour and Human Resource Management;

➢ University of Wolverhampton, (Wolverhampton Business School), as Senior Lecturer (Associate Professor), in Organisational Behaviour and Human Resource Management;

➢ London Southbank University (Business School), as Lecturer and Unit Leader.

His responsibilities in these roles included:

➢ Doctoral Research Supervisor;

➢ Admissions Tutor;

➢ Postgraduate and Undergraduate Dissertation Supervisor;

➢ Programme Leader;

➢ Personal Tutor.

He was formerly an Expatriate at:

▪ Ministry of Education, Sokoto, Nigeria;

▪ Ministry of Science and Technical Education, Sokoto, Nigeria;

▪ University of Sokoto, Nigeria;

▪ College of Education, Sokoto, Nigeria; and

Former Editor-In-Chief of 'Sokoto Journal of Education'.

➢ Manager, Global Organizational and Leadership Development;

➢ Director of Leadership, Services and Consulting;

➢ Learning and Organizational Effectiveness Manager;

➢ Director, Executive and Leadership Development;

➢ Managing Director, Teacher Leadership Development;
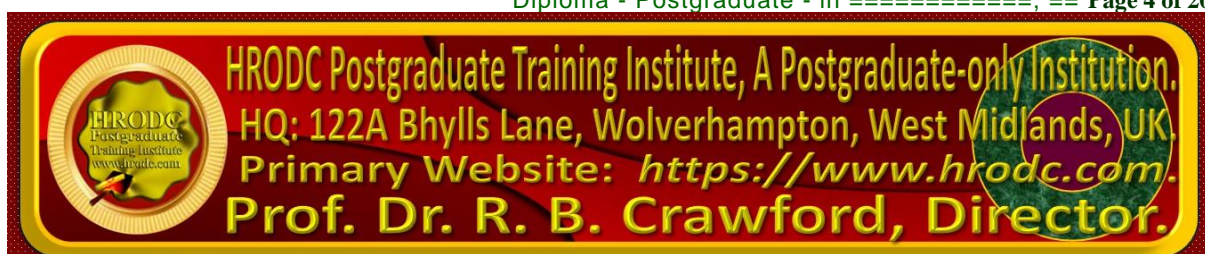
➢ Executive Director, Ministry Leadership Formation;

➢ Corporate Administration Advisor;

➢ Vice Provost, Faculty Affairs;

➢ Team Leader – Materials Management;

➢ Vulnerability Management Team Lead;

➢ Project Management Team Lead;

➢ Assistant Vice Chancellor for Advancement;

➢ Player Development Director;

➢ HR Leader, Global HR Leadership Development;

➢ Talent Development and Learning Specialist;

➢ Director, Strategic Business Improvements;

➢ Anybody interested in learning about leadership and high performance team management.

10-Day Course Duration & Cost:

* In-Venues Duration: 10 Days;
* Online Duration: 20 Days (3 Hrs. Per Day).

* In-Venues Cost: £10,000.00 Per Delegate;
* Online Cost: £6,700.00 Per Delegate;
* Group Cost: Varies with its Size.

HRODC Postgraduate Training Institute, A Postgraduate-only Institution.
HQ: 122A Bhylls Lane, Wolverhampton, West Midlands, UK.
Primary Website: *https://www.hrodc.com*.
Prof. Dr. R. B. Crawford, Director.

In-Venues Cost Includes:

➤ Snacks on Event Days;

➤ Lunch on Event Days;

➤ City Tour;

➤ Stationery;

➤ On-site Internet Access;

➤ Postgraduate Diploma; Postgraduate Certificate; Diploma – Postgraduate; or

➤ Certificate of Attendance and Participation – if unsuccessful on resit.

Students & Delegates are Treated To A Selection of Our Branded Complimentary Products, Including:

➤ Leather Conference Folder;

➤ Leather Conference Ring Binder/ Writing Pad;

➤ Key Ring/ Chain;

➤ Leather Conference (Computer – Phone) Bag – Black or Brown;

➤ 8-16 GB USB Flash Memory Drive, with Course Material;

➤ Branded Metal Pen;

➤ Branded Polo Shirt.; &

➤ Branded Carrier Bag.

Daily Schedule: 09:00 To 16:30 But may Vary, with Location.

HRODC Postgraduate Training Institute, A Postgraduate-only Institution. HQ: 122A Bhylls Lane, Wolverhampton, West Midlands, UK Primary Website: *https://www.hrodc.com.* Prof. Dr. R. B. Crawford, Director.

Our Scheduled Delivery Locations Include:
* **Amsterdam, Netherlands;**
* **Brussels, Belgium;**
* **Central London, UK;**
* **Dubai, United Arab Emirates (UAE);**
* **Kuala Lumpur, Malaysia; &**
* **Paris, France.**

Other Locations, & Inhouse, on Request.

Executive Leadership and High-Performance Team Management, Postgraduate Course.

Leading to:
Diploma – Postgraduate - in:
Executive Leadership & High-Performance Team Management, Double-Credit, 60 Credit-Hours.

Accumulating to a Postgraduate Certificate, with 120 additional Credit-Hours, and a Postgraduate Diploma, with 300 additional Credit-Hours.

HRODC Postgraduate Training Institute, A Postgraduate-only Institution.
HQ: 122A Bhylls Lane, Wolverhampton, West Midlands, UK.
Primary Website: https://www.hrodc.com.
Prof. Dr. R. B. Crawford, Director.

Postgraduate Course Objectives.

Team development is an important issue in organisational development, not least because of the need to keep work teams constantly motivated and their mental capacity challenged and maintained. Team commitment is desirable and team morale paramount, in the organisation's strive for effectiveness. This commitment is based on several factors, stemming from a combination of moral commitment; calculative commitment; and remunerative commitment. The associated development activities are designed to ensure that work teams progress and function effectively. The leader's responsibility incorporates the following activities:

➢ Ensuring that the team is kept highly motivated, through the use of both intrinsic and extrinsic motivation;

➢ Maintaining the team's level of effectiveness to its maximum, by averting dysfunctional behaviour, preventing over-cohesiveness and 'resonation';

➢ Guaranteeing that, through effective gatekeeping, the skills, knowledge and expertise of the team, incorporating marketing intelligence, are effectively utilised in task planning, organising and performance;

➢ Managing conflict, to encourage 'teamthink', while averting 'groupthink' and its adverse effect.

Many organisations are now moving towards the creation of teams, with a view to improving workers' esteem and commitment. However, if the process is ineffectively managed, their development can be impaired, creating even greater problems for the organisation than persists prior to their creation. Without a clear understanding of team dynamics, the entity might generate a situation wherein a team might be ineffective because of it is deficient in relation to the factors that are associated with its growth and development, relevant to its current stage of operation. An organisation, therefore, needs to recognise the stages of development of a team and the factors relevant to its launch into the 'performing stage', taking cognisance of the psychological factors

related to the 'disbandment phase' and the efforts that can be made to address them in such a way that members' future contribution to the organisation's effectiveness is not impaired.

This course addresses all the above crucial issues, equipping participants with the needed expertise to effectively manage teams, making intervention into their operation, where appropriate, to enhance and maintain their performance, towards objective accomplishment. **Specifically, by the conclusion of the specified learning and development activities, delegates will be able to:**

➢ Distinguish between groups and mere aggregations;

➢ Suggest the difference in interpretation of groups and teams;

➢ Demonstrate your understanding of the social and psychological relevance of the stages of formation of a group;

➢ Distinguish between task forces, committees, command groups and boards; and

➢ Suggest how informal groups might be empowered to enhance organisational effectiveness.

➢ Distinguish between the concepts of 'leader' and 'managerial leader';

➢ Demonstrate their understanding of at least 2 approaches to leadership;

➢ Demonstrate their understanding of the relationship between fielder's situational model & McGregor's Theory 'X' & Theory 'Y' leadership styles;

➢ Plot the relationship between managers with high & low least preferred co-worker (LPC), characteristics, respectively;

➢ Demonstrate their understanding of the High and Low LPC Leaders' degree of behavioural control over their subordinates, respectively;

➢ Explain the relationship between the 'goal-path model' of leadership & the expectancy theory of motivation;

➢ Suggest problems with equalities or traits approaches; and

➢ Explain 'Person' or 'Consideration Oriented' leaders and their relationship with employee satisfaction and subsequent staff turnover level Point to specific empirical research supporting the relationship between participative leadership behaviour and organisational effectiveness.
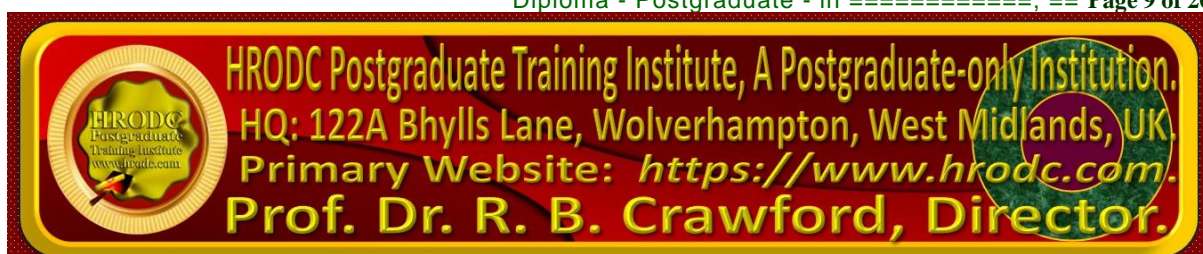
➢ Provide at least three alternative phrases for the concept of high-performance teams;

➢ Illustrate the value of high-performance teams in enhancing organisational development;

➢ Explain the motivation behind the excellence of high-performance teams;

➢ Illustrate how their organisations can benefit from high performance teams;

➢ Demonstrate an understanding of the relationship between high performance teams and 'Risky;

➢ Shifts' and the measures that might be implemented to avert the negative consequence that is likely to ensue;

➢ Illustrate how the issue of added value might be instilled by high performance teams;

➢ Discuss the positive effect of high-performance teams to the enhancement of 'Organisational Learning' and 'Learning Organisation';

➢ Demonstrate a positive perception of the value of a learning organisation to co-operate effectiveness;

➢ Design a strategy for the initiation development launching empowerment and support of high-performance teams in their organizations;

➢ Use case examples to illustrate the need for culturing the appropriate leadership styles and strategies that are conducive to the sustainability of high-performance teams in their organizations;

➢ List the different stages of operational control;

➢ Suggest the most appropriate operational stage that is supportive of the continuance of high productivity in high performance teams;

➢ Determine the importance of training and development in the 'culturing' of High Performance Teams;

➢ Illustrate the importance of members' understanding of team dynamics for effecting their team building and maintenance roles;

➢ Demonstrate an understanding of the importance of inter-personal skills in the continuing performance of autonomous work teams;

➢ Indicate the function of communication as a medium of the transmission of values and role relationships in autonomous work teams;

- ➢ Suggest how effective conflict management might enhance the lifespan of high productivity teams;

- ➢ Demonstrate the ability to place equity in the context of organisational reward;

- ➢ Demonstrate and understanding of the place of equity in the functioning of high productivity teams; and

- ➢ Illustrate the role of the internal and external Organisational Development Consultant (OD) in supporting the development maintenance and crisis management of High-Performance Teams.

Part 1: Conceptualising and Gontextualising Groups and Teams

Part 2: Role in The Context of a Team: Dysfunctional Behaviours and There Deleterious Effect.

Part 3: Mastering Team-Building and Maintenance Roles.

Part 4: Executive High-Performance Team Leadership

Part 5: Contextualising Psychological Theories Relevant To Team Leadership.

Part 6: Executive High Performance Leadership (3)

Part 7: Superior-Subordinate Relationships and Their Theoretical Contexts.

Part 8: Task Performance and Team Relationships: Pertinent Issues Towards Improved Productivity

Part 9: High-Performance Teams In Action

Part 10: Organisational Benefits of High-Performance Teams

Postgraduate Short Courses are of a minimum of five days' In-Venues (10 days' Online) but less than 6 weeks' In-Venues (less than 10 weeks' Online) duration, are referred to as Diploma – Postgraduate. This means that they are postgraduate credits, towards a Postgraduate Certificate and Postgraduate Diploma. Postgraduate Certificate and Postgraduate Diploma represent Programmes of Study, leading or accumulating to Awards bearing their title prefixes. While we, refer to our short studies, detailed above, as 'Courses', those with duration of 6 weeks or 12 weeks In-Venues (10- and 20-weeks' Online) are labelled 'Programmes'. Nevertheless, we conform to popular usage, by often referring to all study durations as 'Courses'. A mark of distinction, though, is that participants in a short course are referred to as 'Delegates', as opposed to the ascription 'Students', which is confined to those studying a Postgraduate Programme.

In line with the above notion, a Postgraduate Certificate might be earned through a 6 weeks' Intensive In-Venues Study, or 10 Online Delivery. Similarly, a Postgraduate

Diploma might be studied for 12 weeks In-Venues or 20 weeks. They might also be taken through a blend of both modes, providing that a minimum of 6 and 12 Credits and 180 or 360 Credit-Hours, respectively, are earned. You might Pick and Mix Courses, to create your preferred blend of Disciplines, or follow a predesigned Specialist route. They might accumulate from our Postgraduate Short Courses, or through continuous study. Please click to view and download our List of Specialist Postgraduate Certificate, and Postgraduate Diploma Programmes

Credit-Hours and Credit-Values, in Diploma – Postgraduate - - Award

Credit-Hours are the actual amount of time that a lecturer or tutor spends with his or her students or delegates, in both In-Venues and Online Deliveries. Each Five-Day In-Venues, or a Ten-Day Online (3 hours per day) Course consists of 30 Credit-Hours, while a 6-Day In-Venues (12-day Online) course amounts to 36 Credit-Hours. Because Credit-Values are calculated in multiples of 30 Credit-Hours, 60-89 Credit-Hours have a Double-Credit (2 Credit) value, while 90 Credit-Hours earn a Triple-Credit (3 Credits).

A delegate who successfully completes a Postgraduate Short Course of 30 or more Credit-Hours, but which is less than 180 Credit-Hours (Postgraduate Certificate), is awarded a Diploma – Postgraduate. This Award is assigned Credit-Values and Credit-Hours, as are exemplified by the following:

1. Diploma – Postgraduate – in Organisational Change Management, 30 Credit-Hours;

2. Diploma - Postgraduate - in Trainer Training: Training for Trainers, Double-Credit, 60 Credit-Hours:

Executive Leadership and High-Performance Team Management, Leading to Diploma - Postgraduate - in Executive Leadership and High-Performance Team Management, Double-Credit, 60 Credit-Hours, accumulating to A Postgraduate Certificate, with 120 additional Credit-Hours, and a Postgraduate Diploma, with -300 additional Credit-Hours

3. Conveyancing and Property Valuation: Property Law, Double-Credit, 72 Credit-Hours:

4. Diploma – Postgraduate – in University and Higher Education Administration, Triple-Credit, 90 Credit-Hours;

5. Diploma – Postgraduate – in Tourism and International Relations, Quad-Credit, 120 Credit-Hours.

As in the first example, above, where the Credit-Value is not noted in an Award, it must be assumed that it is a Single-Credit Value.
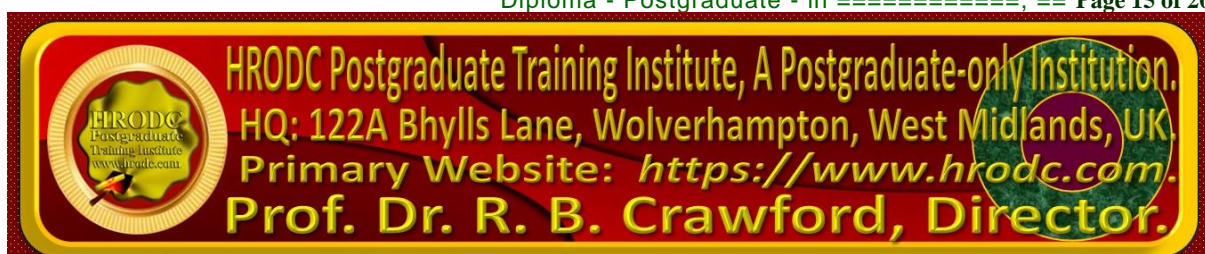
Postgraduate Diploma Award

A Postgraduate Diploma Award is achieved with a minimum of 360 Credit-Hours, through continuous study, or an accumulation of Credit-Hours.

Postgraduate Certificate Award

A Postgraduate Certificate might be gained with a minimum of 180 Credit-Hours, through continuous study or Credit-Hours' accumulation.

Cumulative Postgraduate Certificate, and Postgraduate Diploma Awards

All Postgraduate Short Courses accumulate to a Postgraduate Certificate and a Postgraduate Diploma, on a 'Pic and Mix' or Specialist basis. This means that we maintain academic records for each delegate, indicating the courses studied, with their Credit-Value and Credit-Hours, as are indicated above, **'Credit-Hours and Credit-Values, in Diploma – Postgraduate – Award'.** The Credit-Hours are aggregated to accumulate to at least 180 and 360 Credit-Hours, for a Postgraduate Certificate and a Postgraduate Diploma, respectively. Each Short Course Award (below a Postgraduate Certificate) indicates both its Credit-Value and Credit-Hours, excepting for Single-Credit.

Accumulated Postgraduate Certificate, and Postgraduate Diploma Awards

All Specialist Postgraduate Certificate and Postgraduate Diploma Programmes have predetermined Award Titles. Delegates who do not follow a specialism, for accumulation to a Postgraduate Certificate and Postgraduate Diploma, receive a Generalist, rather than a Specialist, Award. However, a Specialist Award is given to delegates who studied at least seventy percent (70%) of their courses in a specialist grouping, as are exemplified above, under the heading **'Postgraduate Diploma and Postgraduate Certificate Specialist Award Titles'**.

Applicants for Diploma – Postgraduate; Postgraduate Certificate; and Postgraduate Diploma are required to submit the following documents:

➢ Completed Postgraduate Application Form, including a passport sized picture affixed to the appropriate section;

➢ A copy of Issue and Photo (bio data) page/s of the applicant's current valid passport or copy of 'Photo-embedded' National Identity Card;

➢ Copies of credentials stated in the Application Form.
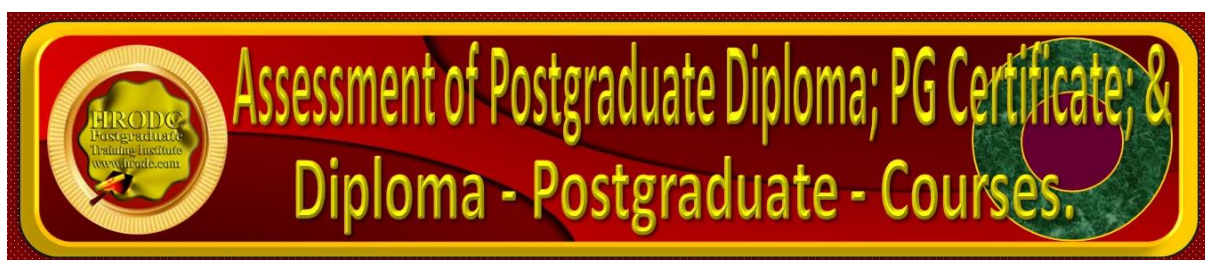
Admission and Enrolment Procedure

➢ On receipt of all the above documents, they will be forwarded to our 'Admissions Committee', which will assess applicants' suitability for the Course or Programme for which they have applied;

➢ If they are accepted on their chosen Course or Programme, they will be notified accordingly, and sent Invoices;

➢ Upon receipt of an applicant's payment, we will send him or her an Official Payment Receipt, and Admission Letter, bearing a copy of the Passport-Type in the respective Application Form.

➢ Those intending to study in a foreign country, and require a Visa, will be sent the necessary Immigration Documentation, to support their application;

➢ Joining Instruction will be sent to Students and Delegates, on time to prepare for their enrolment. The incorporated information include:

- o Venue Name, Location, with specific address;
- o Details of Airport Transfer, where appropriate;
- o Start date and time;
- o Registration details;
- o Daily Schedule;
- o Local Transportation Details;
- o Residential Accommodation Details;
- o Leisure and Shopping Facilities, in the area;
- o General Security Information; among others.

Assessment of Postgraduate Diploma; PG Certificate; & Diploma - Postgraduate - Courses.

Because of the intensive nature of our Courses and Programmes, for In-Venues, and Online modes, assessment will take place during or at the end of the **'active teaching period'**, adopting differing formats. These structures include, but are not limited to:

➢ In-Class Tests;

➢ Text-Case Analyses;

➢ Video-Case Analyses;

➢ 'Out-of-Class Assignments;

➢ Individual Presentations;

➢ Group Presentations; and

HRODC Postgraduate Training Institute, A Postgraduate-only Institution. HQ: 122A Bhylls Lane, Wolverhampton, West Midlands, UK Primary Website: https://www.hrodc.com Prof. Dr. R. B. Crawford, Director.

➢ End of Course Examinations.

Based on these assessments, successful candidates will receive either a:

➢ Diploma – Postgraduate - Award;

➢ Postgraduate Certificate Award; or

➢ Postgraduate Diploma Award.

For all the above Awards, a minimum of 70% overall pass is expected. To receive the Awards of Postgraduate Certificate and Postgraduate Diploma, candidates must have accumulated at least the required minimum 'Credit-Hours', with a pass (of 70% and above) in at least 70% of the courses taken.

Delegates and students who fail to achieve the requirement for Postgraduate Certificate, Postgraduate Diploma, or Diploma - Postgraduate - will be given support for 2 re-submissions for each course. Those delegates who fail to achieve the assessment requirement for the Postgraduate Diploma or Diploma - Postgraduate - on 2 resubmissions, or those who elect not to receive them, will be awarded the Certificate of Attendance and Participation.

You might study a Postgraduate Diploma, or Postgraduate Certificate, in 20 or 10 weeks, respectively, in the comfort of your offices or homes, through our Postgraduate Training Institute's Online Delivery Mechanism. We are committed to your achieving the 360 or 180 Credit-Hours, respectively, in line with our Regulation, within the stipulated timeframe. The direct "Student-Lecturer-Contact-Times" of 3 hours per day, 6 days per week will ensure that these requirements are met. We aim to fit the tuition around your work, family commitment and leisure, thereby enhancing your

maintenance of an effective 'work-study-life-style balance', at times convenient to you and your appointed tutor.

Click, or copy and paste the URL, below, into your Web Browser, to view our Service Contract, incorporating Terms and Conditions.

https://www.hrodc.com/Service_Contract_Terms_and_Conditions_Service_Details_Delivery_Point_Period_Cancellations_Extinuating_Circumstances_Payment_Protocol_Location.htm
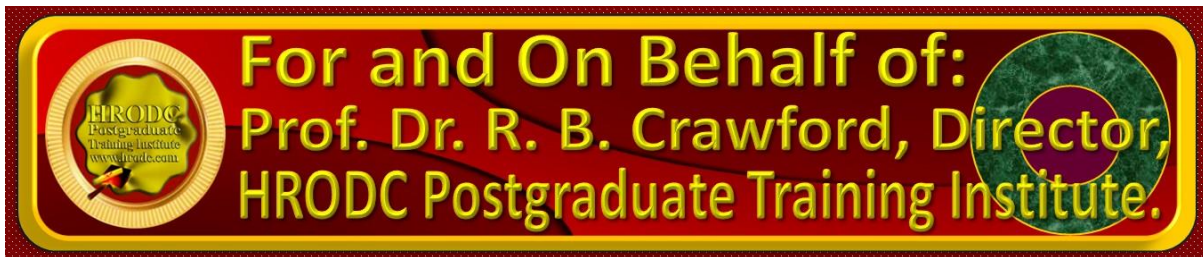
The submission of our application form or otherwise registration by of the submission of a course booking form or e-mail booking request is an attestation of the candidate's subscription to our Policy Terms and Conditions, which are legally binding.