



Master of Leadership and Management (Organisation Dynamics)

Course Information Guide 2019

National Institute of Organisation Dynamics Australia (NIODA) Ltd

PO Box 287 Collins Street West, Melbourne. VIC 8007

www.nioda.org.au +61 414 529 867 info@nioda.org.au

COURSE AND SUBJECT INFORMATION GUIDE

Contents

About NIODA	3
Registration and Accreditation	3
Local and Global Links	3
Course Locations	3
Introducing the Master of Leadership and Management (Organisation Dynamics)	4
Distinctive Design Features	4
Course Content	5
Course Structure	5
Subjects and Progression	6
Core Units	6
Year One	6
Year Two	6
Year Three	6
Timetables for Students	7
Melbourne Midyear 2019	7
Program Admission Requirements	8
Enrolment	8
Recognition of Prior Learning and Credit Transfer	8
Fees	8
Withdrawal or Cancellation	9
Student Support Services	10
Staff	10
Director of Academic Programs	10
Academic staff	10
Further enquiries	10

About NIODA

The National Institute of Organisation Dynamics Australia (NIODA) has grown from long traditions and practice in systems psychodynamics in Australia for over 35 years. NIODA was established in 2010 for the purpose of providing high quality education in systems psychodynamic approaches for the improvement of organisations, community and society.

Our vision is to be recognised and utilised as the centre of excellence in Australia in academic programs, research and consultancy in applied systems psychodynamics so as to improve capability and grow resilience in individuals, groups and organisations.

NIODA's values of Openness, Collaboration, Respect, Dialogue, Reflection, Creativity and Rigour shape and inform all that we do. These values are of particular importance in informing our planning and are reflected and lived in implementation.

Registration and Accreditation

NIODA is a registered tertiary education provider and NIODA's Master of Leadership and Management (Organisation Dynamics) degree is accredited under the Tertiary Education Act.

NIODA's accredited courses and graduation processes are compliant with the Australian Qualifications Framework (AQF) Levels Criteria and Qualification Type Learning Outcomes Descriptors and its Qualifications Issuance Policy.

Local and Global Links

The Master of Leadership and Management (Organisation Dynamics) course is formally linked to Roskilde University, Denmark and the University of Chile through course benchmarking agreements.

Group Relations Australia (GRA, www.groupprelationsaustralia.org.au) is the professional body for systems psychodynamic practitioners in Australia and the International Society for the Psychoanalytic Study of Organisations (ISPSO, www.ispsso.org) is the international body.

Course Locations

Melbourne classes are undertaken at Level 7, 341 Queens Street, Melbourne

Introducing the Master of Leadership and Management (Organisation Dynamics)

The Master of Leadership and Management (Organisation Dynamics) is designed for work-experienced professionals who wish to develop their capabilities through the application of systems psychodynamic concepts to organisational leadership and management. Ultimately, it is designed to support individuals to shape and to take up their work roles in ways that are more meaningful, values-based and that best serve the purpose of the organisation.

The course fosters analytic and academic skills aimed at deepening students' understanding of the unique demands of particular work systems and enhancing their appreciation of the professional, political, cultural, emotional and ethical nuances of organisational life. It provides industry relevant, post-graduate education grounded in rigorous conceptual development and work experience.

Students can expect a course that:

- integrates work experience with academic theory
- uses international industry benchmarking to enhance course development, delivery and relevance
- provides opportunities for engagement with real world learning in a social and global context
- facilitates connections across disciplines and contexts through an integration of psychological, sociological, anthropological and philosophical approaches to organisations.

Distinctive Design Features

The Master of Leadership and Management (Organisation Dynamics) is designed for learning to be problem-based within a conceptual framework for understanding organisation dynamics. It is only offered on a part time basis to people with an appropriate level of work responsibility and experience.

The course is designed around cohorts of students learning together across time. It is a 'temporary' organisation within which students study the emerging classroom dynamics alongside the issues that concern them within their own organisations. Small student cohorts (twenty or less) enter Year one and remain together as a learning group, as far as possible, across the three-year course. This cohort-based design seeks to maximise depth learning through the development of trust and familiarity with group members' work issues. As cohorts progressively deepen their capacities to explore and think together, the course content and

student experience become more meaningfully interrelated. There is increased opportunity for students to venture into creatively applying their learning in the workplace.

Assessment reflects the focus on work-integrated learning. The assignments are practical in application whilst also requiring use of rigorous theoretical concepts.

The course is a carefully designed learning experience that is tailored to support incremental learning that builds semester by semester across the course.

Course Content

Students in this course will:

- learn how to use 'role' as a unit of analysis in exploring organisational dynamics and behaviour
- study psychodynamic theories as a basis for understanding, withstanding and creatively managing unconscious defences which impede work group functioning and task accomplishment
- analyse the conjunction of technology and human behaviour (socio-technics) as a principal feature of organisation design and the social architecture of work relations
- take a 'systems' perspective on the management of connections, sometimes hidden or unconscious, between people, tasks, structure, technologies and context
- develop the capacity to think with, and to lead, others purposefully in the face of change and uncertainty
- use action research methods for collaborative discovery and problem solving in work settings
- sharpen writing skills for clarification of thinking and the communication, dissemination and publication of thoughts, working hypotheses, reasoned analyses and research findings to relevant stakeholders.

Course Structure

The course is offered in part-time mode only. In total completion requires six semesters of part time involvement.

Subjects and Progression

Core Units

Year One

MLM1 Organisations and Management through the Art of Metaphor (12 credit points)

MLM2 Unconscious Dynamics in Groups and Systems (12 credit points)

MLM3 'Through a Cultural Lens': collaborating with the 'other' at work (12 credit points)

MLM8 Leadership and Authority for Role and Task (12 credit points)

Year Two

MLM5 Strategy in Complex Systems (12 credit points)

MLM6 Organisational Role Analysis (12 credit points)

MLM7 Managing Beyond Organisational Boundaries: networks and other relations (12 credit points)

MLM4 Systems Psychodynamic Consulting (12 credit points)

Year Three

MLM9 Action Research (36 credit points)

MLM10 Publishing and Disseminating Action Research (12 credit points)



Timetables for Students

Melbourne Midyear 2019

2019 Melbourne Midyear Year 1, Semester 1

MLM1: Organisations and Management through the Art of Metaphor

This subject will run over 6 Mondays, commencing 17 June through to 22 July from 3.00 – 5.00pm.plus one full day, date to be determined in consultation with students

MLM2: Unconscious Processes in Groups and Systems

This subject follows MLM1 after a 30 minute break, and will run over the same six weeks from 5.30-7.30pm, with an additional one full day, date to be determined in consultation with students.

2019 Melbourne Midyear Year 1, Semester 2

MLM3: 'Through a Cultural Lens': collaborating with the 'other' at work

This subject will run over 6 Mondays commencing 2 September through to 7 October from 3.00– 7.30pm.

MLM8: Authority and Leadership for Role and Task

This subject will run as a 5 day, non-residential, conference, 25 -29 November
Location: St Hilda's College, Melbourne University

This subject will be taken in-conjunction with Year 1 Melbourne and Sydney students and Year 2 students

Program Admission Requirements

Completion of a three year Bachelor degree or equivalent,
and

at least five years relevant work experience.

Special Entry into the Master of Leadership and Management (Organisation Dynamics) may be granted to no more than 10% of the intake in any given year for those who have not completed a three year Bachelor degree or equivalent but who have other tertiary qualifications and relevant work experience or who have extensive relevant work experience.

Enrolment

Application forms are on the NIODA website www.nioda.org.au

All successful applicants will be made a formal offer of place after which they will be able to enrol online.

Recognition of Prior Learning and Credit Transfer

NIODA offers students the opportunity to apply for Recognition of Prior Learning or Credit Transfer. Enquiries about RPL or Credit Transfer need to be made at the time of the application interview.

Fees

Fees are invoiced semester by semester.

2020 fees are \$11,500 per part time year. There are no incidental fees charged for the course.

Fee Help is available for candidates meeting DET criteria.

See the <https://www.studyassist.gov.au/help-loans/fee-help> for criteria

With the exception of those accessing Fee Help loan assistance payment for all fees should be by direct deposit or credit card made payable to NIODA.

Fees must be paid in full, on a date determined by NIODA; that is at least two weeks prior to the commencement of the semester in which the candidate is enrolled.

Candidates withdrawing or taking Leave of Absence after the census date of the relevant semester will be charged full fees for that semester.

Fees are subject to a 5% annual increase.

Withdrawal or Cancellation

Fees will not be refunded after the census date in either semester.

Application for 'Leave of Absence' must occur prior to the first class in either semester.



Student Support Services

NIODA students will have access to support services:

Student Advice

Student Advocacy

Student Counselling

IT Support Services

Library Support

Student Resources Information webpage.

Staff

Director of Academic Programs

Wendy Harding M.Bus, PhD

Academic staff

Brigid Nossal M.Ed, PhD

Susan Long, PhD, Adjunct Professor

John Newton M.A, PhD, Professor Emeritus

Joy Humphries, PhD, M.App.Sci.(Org Dyn)

Jinette de Gooijer, PhD, M. App.Sci. (ISM)

Nuala Dent M.App.Sci. (Org Dyn)

Helen McKelvie MLM (OD)

Katy Rowett M.App.Sci.(Org Dyn)

See www.nioda.org.au for staff profiles

Further enquiries

Dr Wendy Harding wendy.harding@nioda.com.au

Dr Brigid Nossal brigid.nossal@nioda.com.au





National Institute of Organisation Dynamics Australia (NIODA) Ltd

PO Box 287 Collins Street West, Melbourne. VIC 8007
www.nioda.org.au +61 414 529 867 info@nioda.org.au

NIODA is a not-for-profit company limited by guarantee
and registered in the State of Victoria.

Higher Education Provider No. 14039

ABN 97 897 654 659 ACN 607 032 888