

MANAGERS TRAINING AT AUSTRALIAN UNIVERSITIES

A global movement to the digital reality, the rise of automation, advanced robotics, and artificial intelligence growing is greatly transforming our world and its social, cultural, and economic spheres. To succeed professionally in this rapidly developing reality, specialists have to update their skills, as well as learn entirely new ones.

According to the World Economic Forum, the most relevant skills for the near future are those that align to innovation, creativity, technological literacy, and that demonstrate an ability and willingness to improve [1].

Recruiting talent is a rather costly and often deceptive method, that is why many institutions create cultures of continuous learning. When staff are actively seeking their own self-development, levels of engagement and retention rise, and organisations are thus focused on success now and in the future.

There is a number of Australian institutions specialising in management and leadership development through training, coaching, program design and certification. They support people through their development process and create engaging, practical and relevant learning solutions.

Australian institutions specialising in management and leadership development believe in the value of industry experience, knowing that there is often a disconnect between theory and best practice. It is for this reason that institutions' staff is made up of proven practitioners.

Teachers, facilitators, lecturers, and course consultants are all academically qualified and have years of experience working in their specialised fields. This combination of theoretical knowledge and practical skills ensures that graduates are provided with the education that best fits them to have an immediate and significant impact at their organisation.

A Manager's role involves the planning, organisation, leadership and control of both human and other available resources to efficiently attain the business or organisation's goals.

While every management role varies, based on how a company or organisation wants to achieve these goals and how broad the scope of the role is, there are consistencies in the skills and knowledge required.

Managers are an integral part of a business or organisation and are necessary to ensure the staff that fall underneath them are performing their roles to an acceptable standard and are motivated enough to be highly productive.

In Australia individuals can choose to complete their study on-campus, fully online or in a mode that blends both online and on-campus study.

Every unit within the curriculum has been designed by leading academics with a strong focus usability, practicality, and relevancy for now and the future. The learning content is delivered in a highly guided and consumable fashion and can be accessed from any computer or mobile device, allowing individuals to learn whenever, wherever, and however is best for them.

There is a wide selection of management courses people can enroll in, depending on whether they want an introduction to this profession or the skill-set and knowledge to equip them to an advance level. Management courses are offered in most cities, such as Sydney, Melbourne, Perth, Brisbane and others. There exist options ranging from short courses for beginners through to diplomas and undergraduate and postgraduate degrees.

For people interested in a management career with no prior background or training, a short course, certificate or diploma are suitable study options. If persons have already acquired experience in management but want to continue their career and expand their knowledge and skill-set, they have possibilities to attend undergraduate or postgraduate degree courses.

We will study the available types of courses:

1. Short Courses give a broad overview of a manager's role and can enable persons to specialise in a particular area of management. They vary in the length of time these take to be completed but can generally be finalised within a matter of weeks to months, with many short courses online.

2. Certificate is a great study option for those either starting in business or wanting to advance their background and knowledge after already working in the field. Australian universities offer an extensive range of Graduate Certificates to provide the precise academic knowledge and training needed for career success, no matter what function or industry people work in. These are all Level 8 qualifications according the Australian Qualifications Framework (AQF), which places them one level higher in complexity than a bachelor's degree.

3. Diploma of Management provides people with a comprehensive background and skill-set in staff, resource and project management. Students can also study a double Diploma to get a more in-depth understanding and range of skills in related disciplines, such as a Diploma of Leadership and Diploma of Business. The Graduate Diploma in Management

provides a solid grounding and depth of understanding of practical business strategies, applications, and a broad range of theory. Perfect for the busy senior manager, this mid-level postgraduate qualification can be taken standalone or as part of the pathway to MBA, can be studied online or as a blend of online and on-campus, and with a wide community of support available.

The core units are usually designed to equip students with the skills they need to be an effective leader and give them the confidence to apply the latest theory and ideas to real life situations.

4. Bachelor of Business Management provides students with access to an extensive range of careers in the management field and requires three years of full-time study. Those who have studied a Diploma may also qualify to have their first year of study cross credited. The BBM degree is designed to teach students the skills necessary to perform leadership roles in the business and corporate world. And it is usually classified into 4 majors: Marketing Management, Financial Management, Operational Management and lastly Human Resource Development Management.

5. Postgraduate. To undertake this course students need to have already undertaken a Bachelor Degree or its equivalent. A postgraduate degree is the most advanced study in management available and allows students to specialise in an area of management they prefer. After completing a postgraduate degree, students also have the knowledge and skill-set to teach in management related disciplines. A postgraduate degree equip individuals with the theory, framework and skills to tackle challenges they may face in the complex business environment – be transformed and gain a qualification that provides them with the ability to apply the latest theory and ideas to real life situations as they study with the maximum flexibility [2].

As a rule, all students have a maximum allowed course length: Masters of Business Administration – 7 years; Graduate Diploma in Management – 5 years; and Graduate Certificate in Management – 3 years. Each student usually receives a course start and end date, indicating the time required to complete the course. Students can apply for course extensions up to the maximum allowed course length.

Normally, the units of study in the programs provided by Australian institutions specialising in management and leadership may be offered as either: • A blended learning experience, which combines the benefits of face-to-face studios with online, self-paced learning and 24/7 tutorial support. All units are core topic areas, supported by corresponding learning materials, over 7-8 weeks. Students work through recorded lectures, readings and activities and self-assessment questions. Each blended unit offers 4 studios (face to face) with facilitators. Each workshop runs for approximately two hours, in weeks 1,3,5 and 7. or • A fully online experience with interactive real-time online webinars and 24/7 tutorial support. The duration of each online unit is 7 weeks. All units are built around 10 topic areas, all with corresponding engaging learning

materials. Students work through recorded lectures, readings and activities and self-assessment questions. Each online unit offers 4 consultation webinars with a highly experienced AIM facilitators. Each webinar runs for approximately two hours, in weeks 1,3,5 and 7 [3].

All students are enrolled in a virtual learning community space. Such platforms provide students with information about timetables, enrolment, progression, information management, communication with others and all aspects of academic delivery.

All students have access to all the required and recommended e-books via e-platforms. Students simply click on the embedded link(s) within their unit courseware to gain direct access to the course materials or prescribed e-book via their 'Bookshelf'. Students have both online and offline access to these course materials by downloading the Bookshelf app. Students also have the benefit of accessing recommended readings, via libraries where they are able to borrow books electronically.

As a rule, students have access to online services, throughout the duration of their programs: 1. Academic Writing Support; 2. Online Messaging Support; 3. Online Tutorial Support: Students can call or email online tutor and discuss academic queries.

An expectation of students is that they correctly acknowledge the sources of all information, ideas and constructs that they use in their academic writing and presentations. Universities use online text-matching tools that scan texts of all assessment submissions to check for originality.

Assessment format may include: 1) action oriented projects; 2) briefs; 3) case studies; 4) class participation; 5) critical analysis; 6) online forums; 7) blogs and discussion posts; 8) oral presentations; 9) portfolios; 10) reflective journals ; 11) written assignments – e.g. essay, proposal, report; 12) short answer question; 13) multiple choice question. For each unit of study, students will be provided with an evaluation of their overall performance.

Students must complete all assessments outlined in the unit outline and are provided with assessment feedback. Students are advised of the outcome of their assessment and the need for reassessment if applicable. Progression is recorded at the end of each study period by the unit result a student receives. Failure to achieve a pass grade of 50% (or higher) is when a student is considered at risk.

Список літератури

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