

## CUSTOMISED COURSE REACHES WIDER AUDIENCE TO ADDRESS REGIONAL LEADERSHIP DEVELOPMENT NEEDS

# Boston Scientific

### BACKGROUND

MTU's Certificate in Leadership Development is a Level 8, 15 ECT, Special Purpose Award designed to provide individuals with the knowledge, skills and confidence required to successfully lead or manage teams in industry.

### THE NEED

The programme was initially designed in 2017 as a bespoke offering for Boston Scientific, who identified a skills gap for technical personnel in the people management space. It was aimed at employees holding a non-business related degree but occupying a team lead function.

### THE SOLUTION

The six-month part-time programme is centred around three modules: Effective Leadership, Driving Team Performance and Leadership Development and is structured to ensure participants time is used wisely and the content is relevant, engaging and enjoyable.

Since 2017, the programme has been successfully delivered to three cohorts of Boston Scientific staff in Cork, staff in Clonmel and most recently in Boston Scientific in Penang, Malaysia. Barbara O'Gorman, HR Director at Boston Scientific said, "As part of this programme, our employees are working in cross-functional project teams solving real business issues, driving return on investment for us".



### BENEFITS OF THE ENGAGEMENT

However, Boston Scientific was not alone in identifying this skills gap. The South West Regional Skills Forum Manufacturing & Engineering Group also recognised a greater demand for leadership development in the region. CIT's Department of Organisation & Professional Development worked with the Forum to incorporate some additional skills development focus points to optimally align the programme to local industry needs.

The South West Regional Skills Forum then brought Skillnets on board to fund the initial public offering of this programme and supported its submission through the Springboard initiative with support from regional manufacturing and engineering companies. To date, the Certificate in Leadership Development has been delivered through Cork Chamber Skillnet, South Kerry Skillnet and Springboard+ to companies all over the region including Dell, Pfizer, Alcon, EPS Group, VMware, Novartis and KOSTAL.

Don Crowley, Head of Department of Organisation & Professional Development said, "Engagement with industry is very important to CIT and the Certificate in Leadership Development is a great example of academia and industry working together to develop a programme for which there is a specific organisational need".

"HAVING COMPLETED THE LEADERSHIP PROGRAMME IN CIT, AS A LEADER, I CAN SEE HOW THE POWER OF EFFECTIVE COACHING AND INVOLVEMENT INSPIRES GREATER PERFORMANCE AND POTENTIAL IN MY TEAM. DURING THE COURSE, I LEARNED WHAT MY LEADERSHIP STYLE IS AND HOW IT AFFECTS MY ABILITY TO LEAD. TIME WELL SPENT AND I WOULD ENCOURAGE OTHER LEADERS TO ENGAGE IN THIS TRAINING."

- Zoltan Danca, NPI Manager, KOSTAL