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I was part of a team which was awarded the Ernst & Young prize for the Management Development Programme and as a Saltire Scholar I had work experience with a high profile Scottish whisky company. These experiences, along with other projects, have given me a strong vision of my future career goals.

Alice Leyshon  
BA (Honours) Business Enterprise

## Graduates and MDP

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Having participated in the MDP for three years, I can now see how it has benefited me. The compulsory presentations increased my confidence and also prepared me for job interviews. The variety of resources enabled me to develop a wide range of skills that I have found very beneficial in my final year of study and will continue to be useful in my accountancy career.

Larah Henderson, BA (Honours) Accounting, Ernst & Young, Graduate Accountant

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Employers are looking for graduates with negotiation and decision-making skills, experience of working in and leading teams on a variety of projects and with excellent IT and presentation skills. The MDP enables business students at Strathclyde to obtain these skills and gain an advantage in the graduate job market.

Kevin Feehan, BA (Honours) Management Science, Procter & Gamble, Information Decision Solutions

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The MDP has been invaluable in enhancing my employability. I have developed a range of business, management and personal skills – I have learned how to work as part of a team, developed the courage to lead and improved my confidence in making presentations. It is these skills that employers are looking for from graduates.

Laura Edwards, BA (Honours) Human Resource Management & Marketing, Ernst & Young, Technology Security and Risk Services

### Careers

The Strathclyde MDP will help you to develop skills which are essential to become a graduate with impact. The University Careers Service can give you assistance and support with your career choice and career development.

### Contact

For more details about the Management Development Programme, please contact:

Kirsty McColl

t: +44 (0)141 548 4024

e: [kirsty.mccoll@strath.ac.uk](mailto:kirsty.mccoll@strath.ac.uk)

### Find out more ...

visit the University website at [www.strath.ac.uk](http://www.strath.ac.uk)

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University of Strathclyde Glasgow G1 1XQ

Information current at August 2015. Please consult the University website for the most up-to-date information. The University of Strathclyde is a charitable body, registered in Scotland, with registration number SC015263.



MANAGEMENT DEVELOPMENT

PROGRAMME

## MANAGEMENT DEVELOPMENT PROGRAMME

The Management Development Programme (MDP) is an integral part of the undergraduate programmes in Strathclyde Business School. It is a compulsory class which runs throughout Years 1 to 3 and you must successfully complete all three years in order to graduate or progress to Honours-level study. The approach to learning is problem-based, with students working in project teams.

The programme provides an interactive learning environment through which you will develop business and commercial awareness alongside graduate employability skills.

A blended learning approach will enable you to gain an understanding of the theoretical nature of business and then to apply your knowledge to real case studies, using your skills to identify, analyse and solve business-related problems.

The elements of the programme are continuously assessed and students must demonstrate and build on knowledge and skills as they progress through each level.

In consultation with employers, the programme focuses on the skills which are recognised as important for personal and professional development in preparation for your future career in the public, private or voluntary sector. In this way, the MDP is essential to becoming a graduate that employers and work colleagues will find useful and insightful.

## Employers and MDP

Increasingly, organisations are seeking flexible employees who can adapt to change, are effective in operating in multidisciplinary teams, have confidence in presenting and have well-developed interpersonal skills. The MDP develops these skills, enhances your employability and integrates with your knowledge of business acquired through your selected academic subjects.

We work with major employers in all sectors, and prizes for the best team projects have been sponsored in the past by companies such as Deloitte, Procter & Gamble, Screenmedia and Ernst & Young. The selected best teams present to the organisations and their senior staff. At a practical level, staff participate in the group sessions, observe business presentations and give feedback to students. These organisations value the skills which our students are acquiring as being essential for prospective employees.



We are incredibly proud to be a sponsor of the Strathclyde Management Development Programme. This is a leading employability programme enabling students to develop and build upon skills that are essential for employment, and greatly valued by Ernst & Young. We are delighted to welcome the students into our Glasgow office and continually impressed by the standard of presentations delivered.

**Marc Egan, Associate (Advisory)  
Ernst & Young**



Employers are on the hunt for graduates that display critical employability abilities such as leadership, decision-making, negotiation and entrepreneurship skills. These transferable skills are vital for graduates to stand out and will 'unlock doors' in a competitive recruitment market. P&G consistently recruit a pipeline of strong graduates from Strathclyde as they demonstrate the right skills – leadership, analytical aptitude, adaptability and strong communication skills.

**Zara Waddell, GBS EMEA Financial  
Solutions, Procter & Gamble**



## Reachout Scotland

Reachout Scotland is a burgeoning youth mentoring charity in Glasgow, and the Strathclyde Business School MDP programme has helped this process a great deal by providing us with driven, motivated, and committed volunteer mentors. This partnership has helped us provide more to the disadvantaged youths we work with by providing us with quality volunteers which meant, for example, that we could commence our St Roch's Secondary School after-school club sooner than anticipated. David Jackson, Reachout

## Programme Structure

### Year 1 – theoretical knowledge in a classroom setting

You will be encouraged to interact in the classroom with your tutors and colleagues, exploring business trends and developing your skill set and analytical thinking. You prepare for each session in advance and come to the classroom for informed discussions with your peers and members of our teaching team.

This pre-session work forms the basis of team-based activities in the classroom (groups of 50 and teams of six or seven) where students develop an agreed understanding of the topic and present this to the group through a variety of media.

Semester 1 challenges you to understand and question the role of business in society by introducing you to business ethics, thereby giving you an insight into your future role as a business graduate.

In Semester 2, student work in teams to put forward and develop a business idea. They produce a final report demonstrating the impact of their ideas on stakeholders and it's viability and potential to achieve the 'triple bottom line'. The teams also create a short promotional video for their idea or product.

### Year 2 – understanding in an industry-specific context

Understanding in an industry-specific context is developed through direct dialogue between students and our sponsor companies. The aim is to provide maximum benefit for not only for the students and but also for our partners.

During semester 1, students have weekly three-hour sessions during which they consider a business case study introduced by a visiting organisation and present their ideas. Students are assessed on the learning activities of each block of sessions.

Semester 2 will provide an introduction to writing a literature review and will develop your critical thinking and writing skills

All the hard work in MDP1 and MDP2 pays off in year 3 when students are challenged to put in action all they have learned. We offer a variety of options to students and some placements will be awarded on a merit basis evaluating students' performance in MDP 1 and 2.

### Year 3 – developing experience in an organisational context

Students are challenged to put in action all their knowledge acquired in Years 1 and 2. A variety of options are available and some placements will be awarded on a merit basis evaluating students' performance in MDP 1 and 2.

Students develop their own experience in an organisational context through one of the following pathways:

- Internship
- Research and consultancy
- International experience
- Charities
- Vertically-Integrated Projects

Organisational involvement in this year provides internship opportunities and potential research and consultancy projects.

In addition, students are required to undertake a social responsibility element to their programme (accounting for one quarter of the overall engagement). These have been designed to provide support to the Curriculum for Excellence and the Widening Access to Higher Education programme.

## Personal Development Planning

The University is committed to enabling all students to develop Student Personal Development Planning. Students will be given time to reflect, discuss and record evidence. They will complete pieces of work specifically designed to assess the ability to identify their personal development needs.

## MDP and ICT

The use of ICT is of central importance to the work of students in Year 1 of the MDP. In particular this:

- provides analytical capability for working with quantitative and qualitative data
- facilitates communication with peers and teaching staff
- provides presentational technology and skills

All students will require access to a laptop computer.