

## WIRRAL COUNCIL

### COUNCIL EXCELLENCE OVERVIEW AND SCRUTINY COMMITTEE

17 NOVEMBER 2011

|                                      |   |
|--------------------------------------|---|
| <b>SUBJECT:</b>                      | <b>MASTERS IN BUSINESS ADMINISTRATION (MBA) PROGRAMME</b> |
| <b>WARD/S AFFECTED:</b>              | <b>ALL</b>  |
| <b>REPORT OF:</b>                    | <b>DIRECTOR OF HR, LAW AND ASSET MANAGEMENT</b>           |
| <b>RESPONSIBLE PORTFOLIO HOLDER:</b> | <b>COUNCILLOR ADRIAN JONES</b>                            |
| <b>KEY DECISION?</b>                 | <b>NO</b>   |

#### **1.0 EXECUTIVE SUMMARY**

1.1 This report provides information on the MBA Programme.

#### **2.0 RECOMMENDATION**

2.1 That the report be noted.

#### **3.0 BACKGROUND AND KEY ISSUES**

3.1 On 15 September 2011, the Council Excellence Overview and Scrutiny Committee asked that a further report be brought to the next meeting in relation to the costs to the Council of the MBA Leadership Programme and the number of council officers who had completed it.

#### **4.0 OVERVIEW**

4.1 Wirral Council is committed to ensuring that all employees, managers and leaders in Wirral are skilled and resourced in order to meet current expectations placed upon them by the organisation and our customers; as well as being equipped to support and address future challenges. In line with this Wirral adopts a proactive approach to workforce development and talent management. This is delivered through building capacity at all levels of the organisation via a range of formal and informal learning methods, both vocationally and academically driven.

4.2 Leadership development is essential to organisational success; ensuring we have managers and leaders with the right skills, knowledge, ability and attitude in the right place, at the right time, to meet current and future requirements.

4.3 In line with this requirement, Wirral introduced a new learning process for current and aspiring strategic leaders and managers in 2006, in the form of the MBA academic qualification programme, delivered by Chester University.

4.4 The MBA programme builds on the suite of learning and development opportunities described above, in order to provide senior managers and leaders with distinct development opportunities. The MBA is an academic taught programme, the learning from which attendees can apply into the organisation through workplace practice and improved performance.

4.5 Through attendance at university, Wirral managers and leaders:

- Learn a range of models and theories that can be applied to workplace practice e.g. stakeholder engagement.
- Through production of assignments are encouraged to apply their learning, in a workplace context, at a theoretical level.
- Undertake a group project on a real life organisational issue, the learning from which can be applied in practice.
- Complete a dissertation on an issue linked to an organisational topic, again, the learning from which can be applied in real terms.
- Are given opportunities to externalise their focus beyond the boundaries of Wirral Council and its partners.
- Challenge current ways of thinking within themselves as individuals and across the organisation in order to generate new and creative opportunities and ideas.

## 5.0 **DETAILS OF THE MBA PROGRAMME**

5.1 The full MBA programme costs £7,800 per person.

5.2 57 people completed the programme at £7,800 per place.

5.3 An additional 9 people completed two years of the programme at £5,600 per place.

5.4 The total cost of the programme to date is £491,400.

## 6.0 **FUTURE OF THE MBA PROGRAMME**

6.1 The Council has re-tendered for a provider for the MBA programme in line with procurement arrangements.

## 7.0 **RISKS**

7.1 Leadership development is in place to mitigate the risk of having insufficient leadership capacity for the Council.

## 8.1 **OTHER OPTIONS CONSIDERED**

8.1 The MBA is part of a suite of leadership development options.

## 9.0 **CONSULTATION**

9.1 None.

**10.0 IMPLICATIONS FOR VOLUNTARY, COMMUNITY AND FAITH GROUPS**

10.1 There are no implications arising from this report.

**11.0 RESOURCE IMPLICATIONS: FINANCIAL, IT, STAFFING AND ASSETS**

11.1 The resource implications are highlighted in the report.

**12.0 LEGAL IMPLICATIONS**

12.1 There are no legal implications arising from this report.

**13.0 EQUALITIES IMPLICATIONS**

13.1 There are no equalities implications arising from this report.

**14.0 CARBON REDUCTION IMPLICATIONS**

14.1 There are no carbon reduction implications arising from this report.

**15.0 PLANNING AND COMMUNITY SAFETY IMPLICATIONS**

15.1 There are no planning and community safety implications arising from this report.

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**REFERENCE MATERIAL**

**SUBJECT HISTORY**

|  | <b>Date</b>       |
|--|-------------------|
| Council Excellence Overview and Scrutiny Meeting | 15 September 2011 |
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