



APPLIES TO ACADEMIC YEAR 2014/2015

BLU 3068/3069/3070/3071 Leadership in Public Organisations

Programme

Business Adapted Master of Management Program, Final Master of Management Program, Master of Management Program

Responsible for the course

Thomas Hoholm

Department

Department of Innovation and Economic Organisation

Term

According to study plan

ECTS Credits

30

Language of instruction

Norwegian

Introduction

The council department of health has chosen to give priority to management development as one measure to help secure an optimal transition to improved interaction between the municipal and the specialist health service.

Learning outcome

Acquired knowledge:

The programme shall give participants broad and general knowledge of the disciplines that are important in management science. The programme shall teach scientific method and understanding enabling the participants to assess the knowledge produced both within the disciplines that are important for organizational development, with the aim of acquiring knowledge better and to assess it in terms of quality and relevance.

The programme shall not primarily give participants new knowledge and understanding of governance, the organization and management, but shall *enable them to* better govern, develop the organization, stimulate and develop employees, and exercise leadership. The conveyance of knowledge will therefore be problem-oriented, practically oriented and benefit-oriented in terms of organizational development and in particular as regards improving the management processes within the organization.

Acquired skills:

The teaching in BI's programmes is characterized as "bilingual", i.e. research-based knowledge conveyed to practitioners to enable practical application of this knowledge.

Participants in this programme will develop their ability to interpret and understand the demands on the organization from the outside world and the confidence and courage to lead the organization towards becoming an increasingly advanced, competent knowledge-based organization in continual development.

Participants will develop their skills in organizational and inter-personal relationships for a continual improvement of their organization. These skills will largely be new compared to the competence, knowledge and skills that leaders normally have acquired through former studies and experience. Participants will be better prepared for handling debates and processes related to changes, development and renewal of the organization.

Participants shall be able to critically examine and assess the validity of existing theories, methods and understanding by acquiring methodological knowledge and insight. They shall learn to present and formulate complex professional arguments, be part of a debate on what are correct and appropriate development and work methods in the sector.

The new skills that we refer to in this programme are primarily relationship skills: how to handle professionally competent knowledge, how to handle leadership in complex contexts and in particular conflict situations. In addition there is of course the understanding and new skills as regards making good financial decisions and handling problems requiring legal expertise.

Reflection

Participants shall become confident in their managerial roles and their personal fundament on which the managerial role is based. This confidence will be rooted in both professional confidence and in attitudes and values that are essential to the sector.

Participants shall develop the courage to handle a complex management role in which they must argue professionally for implementing changes and restructuring, where power is executed and influence, cultures and attitudes are challenged.

Participants shall be able to handle discussions on development of their organization and sector both internally and externally and to choose strategies for developing own organization, employees and the interests of users/patients.

Prerequisites

General admission requirements: 180 ECTS and 4 years of work experience. See other admission requirements.

Compulsory reading

Books:

Busch, Tor ... [et al.] , red. 2011. Modernisering av offentlig sektor : trender, ideer og praksiser. 3. utg. Universitetsforlaget. (403 s)
Christensen, Tom ... [et al.]. 2009. Organisasjonsteori for offentlig sektor : instrument, kultur, myte. 2. utg. Universitetsforlaget. (223 s)
Høst, Tor. 2014. Ledelse i helse- og sosialsektoren. 3. utg. Universitetsforlaget. (251 s)
Martinsen, Øyvind L., red. 2009. Perspektiver på ledelse. 3. utg. Gyldendal akademisk. (339 s)
Roos, Göran ... [et al.]. 2014. Strategi : en innføring. 6. utg. Fagbokforlaget
Skogstad, Anders og Ståle Einarsen, red. 2002. Ledelse på godt og vondt : effektivitet og trivsel. Fagbokforlaget
Skogstad, Anders og Ståle Einarsen, red. 2002. Ledelse på godt og vondt : effektivitet og trivsel. Fagbokforlaget. (423 s)
Stamsø, Mary Ann, red. 2009. Velferdsstaten i endring : norsk sosialpolitikk ved starten av et nytt århundre. 2. utg. Gyldendal akademisk. (303 s)

Other:

2008-2009. Stortingsmelding nr. 47. Samhandlingsreformen. Rett behandling – på rett sted – til rett tid; 19. juni 2009
LOV 2011-06-24 nr 29: Lov om folkehelsearbeid (folkehelseloven)
LOV 2011-06-24 nr 30: Lov om kommunale helse- og omsorgstjenester m.m. (helse- og omsorgstjenesteloven)
St. Meld. 16 (2010 – 2011) – Nasjonal helse- og omsorgsplan 2011 – 2015

Recommended reading

Books:

Busch, Tor, Erik Johnsen og Jan Ole Vanebo. 2009. Økonomistyring i det offentlige. 4. utg. Universitetsforlaget
Hennestad, Bjørn W, Øyvind Revang, Fred H Strønen. 2012. Endringsledelse og ledelsesendring. 2.utg.. Universitetsforlaget
Kaufmann, Geir og Astrid Kaufmann. 2009. Psykologi i organisasjon og ledelse. 4. utg. Fagbokforlaget
Tjora, Aksel og Line Melby, red. 2013. Samhandling for helse. Gyldendal akademisk

Course outline

The programme consists of five modules (study sessions)

Module 1 The social mission

Module 2 Structures

Module 3 Control and management

Module 4 Interaction

Module 5 Strategies

Computer-based tools

None

Learning process and workload

The programme is given over 5 modules totalling around 150 hours. The tutoring will vary somewhat between the various Master Programmes and will be given individually and in class. Students can expect consultative tutoring but not evaluative tutoring. The tutoring (mainly in connection with the term paper) is estimated at about 1 hour per student for those taking a regular Master of Management Programme. Students taking a final programme are given three hours of tutoring

Examination

The students are evaluated through a term paper, 18 ECTS and an individual 72-hour home exam, 12 ECTS. Both exams must be passed in order to be awarded a certificate in the programme. The term paper can be written individually or in groups of up to three students.

For students taking the program as their final Master of Management Programme the following applies:
The students are evaluated through a term paper and an individual 72-hour home exam, 6 ECTS. The term paper can be written individually or in groups of up to two students. Both evaluation must be passed in order to be awarded a certificate in the programme.

Examination code(s)

BLU 30681 Term paper, 18 ECTS: accounts for 100% of the grade in BLU 3068.

BLU 30691 Home exam, 12 ECTS, accounts for 100% of the grade in BLU 3069.

Both courses/exams must be passed in order to be awarded a certificate in the programme..

For students taking the programme as their final Master of Management Programme the following applies:
BLU 30701 – Term paper, 24 ECTS which accounts for 100% of the grade in the course BLU 3070.
BLU 30711 – home exam, 6 ECTS which accounts for 100% of the grade in the course BLU 3071.
Both courses/exams must be passed in order to be awarded a certificate in the programme.

Examination support materials

Re-sit examination

At the next scheduled examination.

Additional information