

Partner

Boston Scientific



Boston Scientific collaborate with CIT to develop their future leaders.

The Need

Internal staff research in Boston Scientific identified the need for upskilling of staff who were, or might be in various team leader roles. A review of the education landscape by the company failed to reveal an existing education programme that would satisfy their need. The decision was then taken to approach CIT, to discuss the possibility of developing a customised programme.

Following the approach from Boston Scientific and consultation with other manufacturing organisations in the region, the Department of Organisation and Professional Development in CIT were confident that sufficient demand existed for a programme of this nature and so began the process of developing the programme.

Extensive consultation between Boston Scientific representatives and CIT staff resulted in the development of the Certificate in Leadership Development. This programme satisfies the industry demand and fulfils all the academic requirements needed at this level. The programme is a one semester (six months) part-time programme that is designed to provide the knowledge, skills and competence required to successfully manage teams in a manufacturing environment.

Benefits of the Engagement

The programme uses an innovative blend of real-world situations and problems to assist participants in exploring the opportunities of the manufacturing environment. The industry-focus of the programme coupled with the applied nature of teaching provides a practical bedrock of knowledge and experience which can be used to immediate effect in a multitude of business contexts. Participants explore various theories and concepts, in an applied context, developing a toolbox of skills that is valuable and readily usable leading to improved team performance in a working environment.

The programme is structured to ensure that participant's time is used wisely and entails a wide variety of leadership development tools. A phased approach, consisting of a series of lectures, facilitated workshops and work-related projects ensures that the programme is relevant, engaging and enjoyable.

The first intake of students began the programme in January 2017 and it is envisaged that the next intake will begin on June 2017. While originally designed in conjunction with Boston Scientific, the programme is open to all.

'Our collaboration with Boston Scientific to design, develop and deliver this innovative new programme in Leadership Development has been mutually beneficial. Engagement with industry is very important to CIT and this new programme is a great example of academia and industry working together to develop a programme for which there is a specific organisational need. Feedback from programme participants has been very positive to date and we look forward to welcoming our second cohort, shortly.' — Don Crowley, Head of Dept. of Organisation & Professional Development

'The Leadership Development programme is helping our employees learn new skills to deal effectively with the challenges they encounter on a day to day basis in managing teams and people. We love that the focus is on practical application of skills and not examinations based. The lecturing staff have real industry experience that they bring to the classroom and they are very experienced and credible. As part of this programme, our employees are working in cross functional project teams solving real business issues, and this program will drive Return on Investment for us. The staff of CIT has been what makes this program work. CIT demonstrate best practice in engaging with and collaborating with industry, listening to our needs and then translating those needs to a learning programme. We are delighted to continue our partnership with CIT in helping us to develop the next generations of leaders at Boston Scientific Cork.' — Barbara O Gorman, HR Director, Boston Scientific, Cork.

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