

## H9MNPO: Management of Non Profit Organisations

Module Code:	H9MNPO
Long Title	Management of Non Profit Organisations <b>APPROVED</b>
Title	Management of Non Profit Organisations
Module Level:	LEVEL 9
EQF Level:	7
EHEA Level:	Second Cycle
Credits:	10
Module Coordinator:	CORINA SHEERIN
Module Author:	Maurice Fitzgerald
Departments:	School of Business
Specifications of the qualifications and experience required of staff	
<b>Learning Outcomes</b>	
<i>On successful completion of this module the learner will be able to:</i>	
<b>#</b>	<b>Learning Outcome Description</b>
LO1	Critically apply management principles to the practice of management in their own organisation, performance management principles and identify, plan and implement change management strategies in line with evidence based practices in non profit organisations.
LO2	Acquire skills to appraise, identify and implement social outcomes measurement techniques in their own organisation and develop advocacy models to present to funders and key stakeholders.
LO3	Critically evaluate and apply theories relating to change management, motivation, decision-making, communication, team building and reflective practices of managers and leaders in their own organisational context.
LO4	Strategically evaluate their own organisation, its stakeholder interests and conflicts, its external environment, especially its funders and competitors for funding and apply strategic management principles to help shape their own organisations future strategic intent.
LO5	Identify, plan and implement meaningful governance standards in their own organisation at Board level, develop and implement governance training or manage the process and articulate conventional best practices in non profit governance.
LO6	Develop and implement plans and strategies for influencing key stakeholders, government and funders.
<b>Dependencies</b>	
<b>Module Recommendations</b>	
No recommendations listed	
<b>Co-requisite Modules</b>	
No Co-requisite modules listed	
<b>Entry requirements</b>	

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Module Content & Assessment			
<b>Indicative Content</b>			
<b>Reflective practice techniques</b> o Why reflective matters o Techniques evidence base and application o Practice example of group process			
<b>Emotional Intelligence</b> o Development of the theory and critique of EI o Key components o Applying to the workplace			
<b>Managing Conflict</b> o Key components and approaches o Guest speaker John Loneygan – conflict management in the prison setting			
<b>Board Governance</b> o Good practice (governance Code) o Legal requirements o Responding to common challenges			
<b>Performance Management and working with reluctance</b> o HR law o Techniques for Managing Challenging staff			
<b>CQI and QS</b> o What is difference between CQI and QS o International and national context for quality improvement o Core methods			
<b>Strategic planning</b> o Key concepts o Methods for managing a strategic planning process in a NFP			
<b>Developing an information systems strategy</b> o Strategic versus spot information management o Integration of information o Systems and their application to NFP			
<b>Social impact measurement</b> o Overview: why its important o Key terminology o Logic model and theory and change o Selecting tools			
<b>Influencing government</b> o Theories o Practice			
<b>Marketing and social media</b> o Key marketing concepts o How to create a social media to create awareness of your NFP			
<b>Coaching</b> o Key theories o Applying coaching theory in practice			
<b>Change management</b> o Understanding Kotter's change management theory o Applying to the NFP setting			
<b>Avoiding organisational toxicity – the dark side of management</b> o Defining toxicity o Managing and avoiding toxicity			
<b>Assessment Breakdown</b>			<b>%</b>
Coursework			100.00%
<b>Assessments</b>			
Full Time			
<b>Coursework</b>			
<b>Assessment Type:</b>	Assignment 1	<b>% of total:</b>	10
<b>Assessment Date:</b>	n/a	<b>Outcome addressed:</b>	2,4,6
<b>Non-Marked:</b>	No		
<b>Assessment Description:</b> Elevator Pitch - This assessment will help learners focus on their own organisation, its mission and values and the compelling message it can share with stakeholders. Learners make a "pitch" to their student cohort, describing in compelling terms what their organisation stands for, its value proposition and how this pitch may lead to immediate action by prospective supporters, funders etc.			
<b>Assessment Type:</b>	Assignment 2	<b>% of total:</b>	40
<b>Assessment Date:</b>	n/a	<b>Outcome addressed:</b>	2
<b>Non-Marked:</b>	No		
<b>Assessment Description:</b> Social Impact Measurement - This assessment will help managers analyse and provide a brief critical analysis of the organisations strengths and weaknesses in relation to outcome and impact measurement, considering some of the following: planning regards outcome collection, clarity of vision about how data will be used, consistency of approach to data collection, staff engagement, quality of the outcome information, the organisations ability to learn from and analyse information, the meaningfulness of outcomes from various stakeholder groups: clients, staff and funders.			
<b>Assessment Type:</b>	Assignment 3	<b>% of total:</b>	50
<b>Assessment Date:</b>	n/a	<b>Outcome addressed:</b>	1,3,4,5,6
<b>Non-Marked:</b>	No		
<b>Assessment Description:</b> Applied Project - Learners will complete an applied project based on a current challenge, opportunity, strategic initiative etc., which their organisation faces. Typical examples of a project are: strategic plan or strategic analysis; change management plan; Planning an Outcomes Measurement strategy; research/development of new programme initiatives; developing a communications/advocacy plan; developing a social enterprise; implementing/developing a governance strategy			
No End of Module Assessment			
No Workplace Assessment			
Reassessment Requirement			
<b>Coursework Only</b> This module is reassessed solely on the basis of re-submitted coursework. There is no repeat written examination.			

## H9MNPO: Management of Non Profit Organisations

Module Workload				
Module Target Workload Hours 0 Hours				
Workload: Part Time				
Workload Type	Workload Description	Hours	Frequency	Average Weekly Learner Workload
Lecture	No Description	50	Every Week	50.00
Independent Learning	No Description	200	Every Week	200.00
Total Weekly Contact Hours				50.00

Module Resources	
<i>This module does not have any book resources</i>	
<i>This module does not have any article/paper resources</i>	
<i>This module does not have any other resources</i>	
Discussion Note:	