The IMPM is a unique opportunity for managers with over 10 years of work experience to bring a new internationally focused dimension to their careers while improving and developing their leadership capabilities in preparation for the highest levels of management.

The IMPM is designed around managerial challenges and mindsets instead of functional silos. It combines conceptual depth, practical applicability, with learning from experience - your own and that of your peers - with the latest ideas in management. Preparing you for the most senior responsibilities in your organization, every aspect of the program ensures that participants apply what they learn to their own organizational goals and challenges

The program builds on the experience and diversity of its participants, who have substantial management experience and come from a wide range of academic backgrounds. Participants come from a large variety of organizations, from NGO’s such as the Kenyan Red Cross, large corporations such as Lufthansa and smaller entrepreneurial companies where a senior executive wants to grow the business and gain international experience.

It is a distinctively designed program delivered by business schools across five countries – United Kingdom, Canada, Japan, Brazil and India. Participants are exposed to over fifty leading faculty from the schools involved and other experts from around the world.

The IMPM takes place while you work, with the modules and complementary on-line coaching material and activities running over a period of 18 months. For Cycle 24, beginning in November 2021, participants will engage with each other with live stream interactive modules and geographic pods for the first two modules of the program and in person sessions for the last three modules.

**Program Pedagogy**

The IMPM pedagogy focuses on learning applied in real time, throughout the program, so that managerial practices can be developed and improved during the course of the program. The program encourages participants to share their experiences, delving into each other's issues to provide innovative solutions to the challenges they face in their respective work environments.

**Morning Reflections -**  Evidence shows that impactful management learning from experience does not happen without reflection. Without probing, wondering, analysing and synthesizing. The program provides techniques for advanced reflection to enhance the impact of learning. Each morning, participants have the opportunity to take time for thoughtful reflection individually, in groups and as a cohort to enhance the learning for breakthrough insights.

**Virtual Managerial Exchanges -**  To become a worldly executive, you have to learn how other people think and act in various situations. At the start of the program, you pair up with another participant. This process is considered one of the most enriching experiences of the program, as the benefit is twofold. Participants receive constructive feedback after being closely observed in their own organization and gain insight into how they themselves work by watching another manager in action.

**Company and Organization Visits -**  To broaden participants’ experience of organizations throughout the program, participants visit companies virtually and in person at each module across commercial, public and plural sectors applying concepts introduced during modules.

**Reflection Papers -**  Between modules, participants return home to their regular work life, where they write a reflection paper relating what they have learned at the module to their organization. This is also when in-depth learning takes place, as participants use reflection papers to explore serious work-related challenges in depth, applying concepts from the module to their work. Throughout the reflection paper writing process, you will discuss with your academic tutor and a group of fellow participants who will work with you as peer coaches providing mutual support and guidance for your reflection papers.

The last step, of the Program, if participants so choose, is the IMPM major paper, which entitles you on satisfactory completion to a Masters degree. The major paper carried out from your home base, normally focuses on a particular challenge facing your organization and generally takes from 6 to 8 months to complete.

*“*The friendly consulting provided me with an opportunity to get feedback on how to handle different scenarios which enabled me to grow not only professionally, but on a personal level too. *”****Salima Mohammed, Senior Manager Kenyan Red Cross (while attending IMPM)***