

DCU Business School

Executive MBA Programme

**WE'RE
ALIVE WITH
AMBITION**



**DCU
BUSINESS
SCHOOL**



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WELCOME FROM THE DEAN

DCU is Ireland's 'University of Enterprise' and is consistently recognised in global rankings of young universities. The dynamic and vibrant ethos of these universities of the future, imbue all aspects of DCU's activities and specifically influence the design and delivery of the DCU Executive MBA programme.

The DCU Executive MBA Programme is delivered by DCU Business School and is designed to be professionally and personally transformative. It is aimed at developing business leaders with ambition, enterprise and leading-edge thinking who can create tangible and sustainable outcomes for organisations through the application of their learning.

The challenges facing organisations today are profound: the pace of technological innovation; the necessity to be creative and entrepreneurial; the importance of engaging and motivating a flexible and agile workforce; and the expectation to achieve global competitiveness and generate shareholder value. The DCU Executive MBA programme, which is internationally accredited by the Association of MBAs (AMBA), has been graduating

MBAs for more than 20 years and equipping senior executives with the knowledge and skills to deal with these complexities and deliver outstanding organisational performance.

The DCU Executive MBA is characterised by its relevance to the real world of business. Our highly qualified academics publish in the top ranked international journals and collaborate with both national and international enterprises, enabling them to bring original and relevant research and practice insights to the MBA classroom.

By enrolling in our Executive MBA programme, you will join a group of highly-talented individuals with a proven track record in business and you will benefit from our collaborative teaching and learning approach, which enables the sharing of experiences and insights.

We look forward to welcoming you to being part of the DCU Executive MBA Programme experience next September!

Professor Anne Sinnott
Executive Dean,
DCU Business School

Welcome from the Executive MBA Programme Director

DCU Business School strives to educate minds, develop knowledgeable practitioners and hone the skills for practice that enable today's leaders to inspire action and facilitate continuous personal and organisational learning and adaptability. These are the leaders required to cope with today's volatile, uncertain, complex and ambiguous world of work.

The DCU Executive MBA is an applied MBA that develops evidence-based managers who can identify and analyse the best available data to make better decisions. We inspire and encourage the application of material covered in the classroom to real life challenges encountered in participant organisations. Our subject assessments become participants' assessment of their own organisations; requiring the analyses of or the solving of a problem encountered in their own organisations.

Our Executive MBA participants learn from and make use of what is covered in the classroom because they've applied it in real life and the companies who support their MBA are getting returns on their investment throughout the two years of the programme.

Dr Claire Gubbins

Senior Lecturer in Organisational Behaviour & HRM,
and Director of the Executive MBA Programme

Undertaking the Executive MBA programme at DCU was one of the best decisions I have made to date. Firstly, I met and learned from a great class and secondly I gained decades worth of learning in two very short years. The broad education I received during the MBA will stand to me for my entire career and has already opened up opportunities for growth. A short time after completing the Executive MBA I was requested to take over the Innovation Incubation function at Nokia Bell Labs.

Domhnaill Hernon (PhD, MBA)

Head of Innovation Incubation,
Nokia Bell Labs

About DCU

Dublin City University (DCU), Ireland's 'University of Enterprise', is a strong, dynamic and ambitious university, with a distinctive mission to transform lives and societies through our education, research and innovation. Since admitting our first students in 1980, DCU has continued to grow year on year; we now have over 50,000 alumni playing key roles in many sectors across the world.

DCU's academic excellence is recognised and acknowledged around the world. We are ranked regularly among the top young universities globally by the Times Higher Education Top 100 under 50 and the QS Top 50 under 50. In the last ten years, DCU has twice been named Sunday Times 'Irish University of the year'.

At DCU, we believe in the transformational impact that a university education can have on the lives of our students. We foster entrepreneurial skills in our students and graduates, encouraging them to be creative, analytical, socially responsible and enterprising. For this reason, DCU graduates are always ready for the changing world.

About DCU Business School

As one of Europe's most dynamic business schools, DCU Business School is truly alive with ambition. We have redefined the boundaries of the traditional business school, collaborating on multiple levels with business, industry and government. Being responsive to the needs of people, organisations, economies and societies is at the heart of all of our programmes, and it gives us a momentum not readily achieved by older institutions.

We develop our students' capability to bring sustainable value to their organisations and to society at large, to confidently manage and lead in environments that are not predictable, and to prepare them for diverse, dynamic career paths over their lifetimes. The quality of our teaching, small class sizes, and high levels of industry engagement make us stand out, and have been recognized by AACSB, the oldest and most prestigious global accrediting body for business schools.

We focus on strategically important business sectors in Ireland, and take pride in the impact our engagement has on Irish industry and, increasingly, on international organisations. We recognise that these connections are key to delivering a unique postgraduate experience. Our solid industry relationships have allowed us to instil an enterprising culture into our postgraduate courses which has resulted in DCU Business School's reputation as being Ireland's most innovative business school.

Executive MBA Programme

Why an Executive MBA?

- You are an experienced professional with career ambitions focused on promotion or a new career direction.
- You are an experienced professional who recognises the importance of continuous learning and exposure to new knowledge.
- You are an experienced professional who recognises that success in today's volatile, uncertain, complex and ambiguous environment requires individual and organisational competence in adaptability and the ability to make decisions in the face of complex data and pressure.
- You want to build networks to open doors to new knowledge career and business opportunities.
- You have entrepreneurial ambition, but need the business know-how to bring your idea to life.
- As a leader and people manager, you want to develop your awareness of your leadership style and expand your leadership toolset.
- You want exposure to the world of new and emerging technologies and digital communication platforms.



Why choose the DCU Executive MBA

Accredited and internationally recognised

DCU's Executive MBA is accredited by the Association of MBAs (AMBA), which assesses the quality of MBA programmes worldwide. You will graduate with an internationally recognised and accredited qualification. DCU Business School is also one of only two business schools in Ireland with AACSB accreditation, placing it among the top 5% worldwide. AACSB accreditation adds a further layer of prestige to the qualifications of our graduates, particularly for those looking to work internationally.

Adding Value to Practice

MBA participants will conduct a strategic consultancy project and other applied real world industry projects, which integrate the knowledge, skills and values of the programme and deliver return on investment for employers and clients.

Leadership Development & Career Management Programme

MBA participants pursue a programme of action-based projects and workshops over 2 years. Self-assessments, and team and facilitator feedback develop self-awareness of own leadership competencies, facilitates targeting development opportunities, deepens emotional intelligence and enhances competence to think and act as a leader and people manager.

Enterprise Engagement

As Ireland's 'University of Enterprise', our MBA programme embodies the key values of the University's strategy in its emphasis on enterprise

and translation of knowledge into practice. The Enterprise Engagement module includes visits to a number of companies with strong growth strategies. The visits are supported by lectures on issues relating to globalisation, sustainability, and strategic growth.

International Exposure

Participants will broaden their perspective on global organisations on the International Study Week. In recent years, participants have attended lectures on leadership, global strategy, innovation and performance management at Harvard, Boston University, Stanford University and the Hong Kong Polytechnic University. Visits to Hong Kong, San Francisco, Silicon Valley and Boston included meetings with start-ups, incubators, multi-national organisations and financial institutions focused on innovation, entrepreneurship, leadership, strategy and new technologies.

Small Class Sizes

We believe that an interactive and participative learning environment is best achieved in small classes. We draw heavily on the experiences and insights of participants.

Academically Rigorous

Learn from academic experts, who are leaders in their field, with many publishing in top international journals and presenting at international conferences. Their teaching draws on their continuing research and insights gained from their work with organisations in Ireland and overseas. Our research emphasises both the creation and application of knowledge to improve management practice and teaching.

Producing Evidence-based Managers

A key element of this MBA, that is unique to DCU, is the fact that we develop evidence-based, data-driven managers. In collaboration with the Centre for Evidence Based Management and Carnegie Mellon University in the United States, participants will learn how to read and analyse data more efficiently, identify the best available data and use it for better-informed effective decision making in their roles.

A holistic approach to learning

We adopt three approaches to learning - a focus on knowledge, where participants engage in class-based lectures workshops and company visits, a focus on leadership skills, where participants work in a hands-on team-based environment and assess and develop their own leadership competencies; and a focus on action, where participants engage in projects applying lessons learnt back into practice.

Alumni Network

When you graduate from DCU Business School, you join a dynamic alumni network of 16,000 graduates, who are taking our mission to transform lives and societies through education, research and innovation to the rest of the world. The alumni network is alive and engaged through online platforms and alumni events throughout the year.

Career Prospects

Graduates of the DCU Executive MBA are highly sought after in the jobs market, with many going on to pursue senior management roles.



4 Pillars of the DCU Executive MBA

1

Inspiring Future Leaders

Participants will follow a two-year leadership and career development programme. Action based projects, workshops, team and facilitator feedback, and self-reflection develop self-awareness of own leadership style, deepens emotional intelligence, and enhances leader behaviours.

2

Transforming Organisations

We seek to develop participant's capacity for analysis, assessment, judgment and action: skills that participants can exercise throughout their careers.

3

Engaging the Enterprise

Our Programme emphasises applied learning in practice. We take a holistic view of the enterprise: integrating across business functions, with industry-orientated assessments that deliver significant business value. Our Programme emphasises evidence-based management.

4

Influencing Business in Society

We emphasise, through a strong focus on ethical business values, the importance of building businesses that are in harmony with societal needs.

The DCU Executive MBA is:

- 2 years, part-time
- 4 semesters
- 1 day per week
- Classes 2pm – 9pm

Programme Structure

Year 1		
Semester 1	Semester 2	Summer
Influencing Business	Transforming Organisations	Engaging Enterprises
Accounting for Decision Making Marketing Organisational Behaviour & Change	Business Economics Managing People & Organisations Business Strategy	Enterprise Engagement Domestic & Data Analytics
Developing Leaders (Year-long) – Personal Leadership & Management Skills 1		

Year 2		
Semester 1	Semester 2	Summer
Influencing Business	Transforming Organisations	Engaging Enterprises
Enterprise Engagement International Innovation & Entrepreneurship Business Finance Strategic Operations	Technology Management Strategy, Leadership & Transformation	Strategic Consultancy Project
Developing Leaders (Year-long) – Personal Leadership & Management Skills 2		

Executive MBA Programme

MBA Module Details

Module Title	Overview	Applied and evidence-based assessments
Accounting for Decision Making	The role of accounting in organisations in common activities such as cost management, budgetary control, performance management & decision making.	<ul style="list-style-type: none"> • Prepare & analyse financial information.
Business Economics	Understand economic data which enhances managerial & business decision-making.	<ul style="list-style-type: none"> • Assess the short & medium term economic growth prospects of the Irish economy.
Personal Leadership & Management Skills	Identify key areas for personal development & action these to achieve change.	<ul style="list-style-type: none"> • Personal Competency Review • Goal Planning & Implementation at Work • Goal Coaching • Assessment Centre • Presentation Skills Workshop • Negotiations Skills Workshop • Career Skills Development Day • 360 Degree Feedback
Managing People & Organisations	Using the best available evidence & research to inform interventions & improve the management of people & organisations & discuss what actually works.	<ul style="list-style-type: none"> • Use a Data driven decision making approach to answer an organisational strategic HR problem.
Organisation Behaviour & Change	Examine the frameworks & tools for introducing & sustaining organisational effectiveness.	<ul style="list-style-type: none"> • Corporate culture audit
Marketing	Develop skills in the identification, analysis & solution of problems encountered in the marketing of a product or service.	<ul style="list-style-type: none"> • Interaction Mapping & Analysing Customer Experience
Enterprise Engagement I & Data Analytics	Introduce the tools & techniques available to business leaders through which to analyse & interpret organisational data for effective decision making.	<ul style="list-style-type: none"> • Organisational Site Visits & Analysis
Business Strategy	Examine business strategy tools & techniques relevant in the context of the digital age and emerging markets.	<ul style="list-style-type: none"> • Act as a member of the management team that is charged with running a simulated business
Innovation & Entrepreneurship	Introduce the new venture creation process & business planning & understand how entrepreneurs identify.	<ul style="list-style-type: none"> • Identify a new business opportunity & prepare a business plan & a 'business pitch'
Business Finance	Understand financial management, determining the most appropriate & effective ways of acquiring & allocating capital to increase the wealth of shareholders.	<ul style="list-style-type: none"> • Valuation project - valuation of a publicly traded firm
Enterprise Engagement II	Understand the international & strategic imperatives in the management of complex global organisations in their pursuit for sustainability, adaptability & growth.	<ul style="list-style-type: none"> • International Site Visits & Comparative Analysis with your organisation
Strategic Consultancy Project	Engage with an organisational client, in a consultancy role, diagnosing, analysing & reporting on a specific organisational challenge.	<ul style="list-style-type: none"> • Strategic Consulting Project
Strategy, Leadership & Transformation	Gain insight into the challenges involved in strategic leadership & renewal.	<ul style="list-style-type: none"> • An analysis of a strategic challenge facing your business • Case study on the effective implementation of change
Technology Management	Understand how technology can be used effectively in business to underline the business model & provide a basis for advantage.	<ul style="list-style-type: none"> • Apply the concepts & ideas of technology management to add benefit to your organisation
Strategic Operations	Understand the relationship of operations strategy to business strategy & introduce the concepts, processes & methods of managing & controlling operations.	<ul style="list-style-type: none"> • Analyse an aspect of operations capability in your organisation

MBA Class Profile

60%

Male



38

Average age



40%

Female



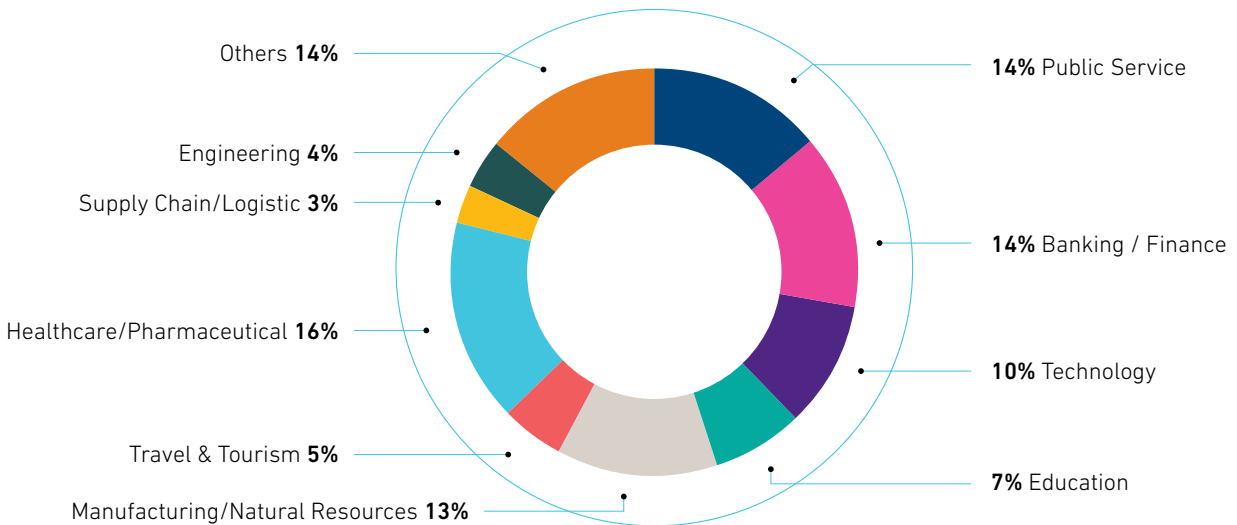
15

Average years work experience

30

Average class size

% of Participants by Work Industry



% of Students by Academic Background



34%

Business



18%

Engineering



10%

Arts



14%

Finance/
Accounting



9%

Computing



10%

Science



5%

Law

DCU Executive MBA Faculty



Dr. Claire Gubbins

Senior Lecturer in Organisational Behaviour & HRM, and Director of the Executive MBA Programme

Claire holds a PhD from the University of Limerick. She was a Fulbright Scholar at Carnegie Mellon University. Claire was project lead and lead researcher on a university-industry research project on tacit knowledge management with 10 multinational manufacturing companies. Her research interests are tacit knowledge sharing, social networks and trust, and career advancement. Her work is published in book chapters and journals such as Human Resource Management, Organisation Studies and Journal of Management Enquiry. Claire has worked on commissioned industry-driven research projects and has had international consulting engagements in areas such as leadership development, soft-skills training and knowledge management.



Mr. Anthony Foley

Senior Lecturer in Economics

Anthony received a degree in Economics and an MSc in Economics from UCD. He is currently an economic and research advisor to the Drinks Industry Group, which includes Diageo, Bulmer's, and Irish Distillers, and is economic advisor to the Irish Hotels Federation. His research focuses on European integration, industrial development, international trade services exports, public expenditure structures and trends, new ventures and entrepreneurship, indigenous performance, and economic policy.



Dr Melrona Kirrane

Lecturer in Organisational Behaviour

Melrona holds a PhD from the School of Psychology at QUB. She researches in the areas of personality at work, successful change management, and work-family conflict.

She is published in journals such as Journal of Managerial Psychology, Irish Journal of Sociology, and European Association of Work and Organisational Psychology. She engages in executive coaching and employee selection & assessment consulting. She is involved in industry based assignments including a major diversity project with a national transport body, leadership development in a government department and a project concerning well-being in the fire service.



Dr. Michael Gannon

Senior Lecturer in Marketing

Michael holds a PhD from University College Dublin. His research interests lie in the area of foreign market entry strategy and the internationalisation of the firm. His work is published in journals including the Journal of International Marketing, the Journal of Strategic Marketing, and the Irish Marketing Review



Professor Patrick Flood

Professor of Organisational Behaviour

Patrick holds a PhD from the London School of Economics (LSE). His research areas include leadership, change, HR and firm performance. He is published in journals such as Human Relations, Journal of Organisational and Occupational Psychology, and the Strategic Management Journal. His books include Change Lessons from the CEOs; Persuasive Leadership; Lessons from the Arts and Leadership in Ireland. Patrick has provided advice and executive education to companies such as Pirelli Tyres, Pernod-Ricard and Teagasc.



Professor Colm O'Gorman

Professor of Entrepreneurship

Colm holds his PhD from Trinity College Dublin. His research focuses on entrepreneurship, innovation, and growth in new firms and in small and medium sized enterprises. He has published in journals such as Entrepreneurship and Regional Development, European Planning Studies, Journal of Small Business Management, International Marketing Review, R&D Management, and Small Business Economics.

Executive MBA Programme

DCU Executive MBA Faculty



Professor Finian Buckley

Associate Professor of Organisational Psychology

Finian leads the Programme Development Team within the Centre for Executive Programmes at DCU Business School. His current research on trust and innovation involves working with research scientists working on the LHC at the CERN project in Switzerland. Finian's research is in Journals including Group & Organisation Management, Career Development International, International Journal of Human Resource Management, and International Journal of Entrepreneurship and Small Business. Finian has vast experience working with firms, particularly SMEs, helping them plan, strategise & scale for growth.



Dr. John Loonam

Lecturer in Management

John holds a PhD in Business Studies from Trinity College, Dublin. His research focuses on the role of top management in leading large-scale change; executive leadership teams and large-scale change initiatives; and leading digital business strategies. His articles appear in Strategic Change, Irish Journal of Management, and Qualitative Research in Organizations and Management.



Mr. John Nolan

Lecturer in Accounting

John is a graduate of DCU Business School holding a BA in Accounting and Finance and a MSc in Finance and Capital Markets. He is a qualified chartered accountant with Chartered Accountants Ireland having trained with KPMG Corporate Finance. He lectures in accounting in DCU Business School and corporate finance for Chartered Accountants Ireland. He is currently undertaking his doctoral research in the area of financial literacy in farming enterprises.



Mr. Des McLaughlin

**Lecturer in Management
Information Systems**

Des has a BSc and an MSc in Physics from University College Dublin, and an MBA from Fordham University, New York. He researches in the area of the social basis of relationships in Information Technology outsourcing. Prior to joining DCU, Des held a number of management roles in Eircom, and in the internet ISP Indigo.



Dr. Ruchira Sharma

Lecturer in Finance

Holds an MBA and a PhD in Business Administration from the Katz Graduate School of Business at the University of Pittsburgh. Her research is in the areas of stock market efficiency, stock price and exchange rate movements. Ruchira engages with CFA Ireland in their Annual Investment Research Challenge.



Dr. Malcolm Brady

Senior Lecturer in Management

Prior to entering academia Malcolm worked in industry for twenty years as a design engineer and as an information systems consultant His research interest is in strategic interaction, game theory, and competitive advantage. He has a second research interest in business process improvement. He is published in journals such as Production Planning & Control, Strategic Change, and Industrial Relations Journal.

The DCU Executive MBA acts as an important platform to achieving your professional goals. I have already reaped the benefits of the MBA; I have increased my knowledge, established new long-term friendships and taken my professional career in a different direction. If you are considering an MBA, I would most highly recommend DCU's Executive MBA programme.

Karl Kohler

Technology Consulting Manager, Accenture.

Executive MBA Programme

DCU Executive MBA Faculty



Declan Carew

Product Development and Management Professional

Declan has an engineering and business background having studied at the University of Limerick (Engineering), Trinity College Dublin (Business), and Henley Management College (MBA).

Declan has worked internationally for a number of the world's leading communications companies. He has served in a variety of operational roles that have spanned Technology Transfer, Research & Development, Intellectual Property (IP), Supply Chain, and Product Development and Product Management in both operational and commercial capacities.



Professor Barbara Flood

Professor of Accounting and Deputy Dean of DCU Business School

Barbara holds a PhD from Loughborough University. Her research focuses on the development of professional competence in the context of the accounting profession. She is published in journals such as Journal of Business Ethics, Accounting Education: An international Journal, and Irish Accounting Review. Barbara is a member of the Education, Training and Lifelong Learning Board of Chartered Accountants Ireland and participates in a range of other professional/industry committees.

My pursuit of an Executive MBA at DCU Business School provided me with the opportunity to round out my business knowledge while exposing me to talented lectures and accomplished peers. The varied experience and diverse backgrounds of my classmates contributed to the learning environment, pushing me out of my comfort zone and led to challenging discussions that supplemented the course materials. I now have the ability to confront the difficulties of a global organisation, reflect on the hard questions, reconcile differing viewpoints and make rational business decisions.

Dr. Caroline Murphy

Director Injectable Quality Operations – Europe & Brazil,
Mylan Pharmaceuticals



DCU Research Centres

DCU is home to centres and institutes leading the way in innovative and pioneering research. Our MBA participants will gain access to cutting edge research and teaching, events and seminars, and networking opportunities.

DCU Business School research centres are each leaders in their fields, bringing valuable insight and new thinking to entrepreneurs, innovators, managers, leaders, and policy makers. They are:

DCU Leadership & Talent Institute

Ireland's first leadership and talent centre of excellence and learning, it brings together leading international researchers in HRM, Organizational Behaviour and Psychology and Strategy to produce fresh perspectives on the management of workplaces of the future.

The Irish Centre for Cloud Computing & Commerce

IC4 is DCU's exciting, agile research centre, which uses a lean, rapid-cycle approach to accelerate the development and adoption of Cloud Computing across all sectors. It functions as a powerful showcase of Ireland's strong capability in the field.

DCU Centre for Family Business

A centre of research-driven expertise and advice specific to family businesses in Ireland, but increasingly relevant to international audiences, too. The Centre translates leading Irish and international research into best practice for current family business owners and their successors. Partners include AIB, Deloitte, PwC and the Quinn Family Foundation.



**DCU Research
Centres include:**

INVENT

INVENT works with entrepreneurs, external companies and our researchers to promote innovation knowledge transfer and commercialization of innovations through licensing and start-up companies.

RYAN ACADEMY

The DCU Ryan Academy promotes an entrepreneurial mindset and real innovation focus among Irish SME's, corporate, startups and researchers through a range of initiatives.

DCU ALPHA

DCU ALPHA is a commercial innovation campus that promotes the growth of research-intensive businesses that are creating the technologies and services of tomorrow.

Executive MBA Programme

DCU Campus & Student Life

DCU students enjoy exceptional teaching and learning facilities. These include modern lecture halls and classrooms, state-of-the-art research centres and computer labs. Our executive classrooms are customised to meet the needs of post experience students. Bright and spacious, they facilitate maximum participation and class interaction.

With more than a hundred clubs and societies, DCU's world-class learning experiences are complemented by a vibrant, dynamic social environment. DCU student facilities are spread across two campuses, and include a superb sports complex with a 25 meter pool, 2 library facilities and the Helix, DCU's renowned performing arts centre.

Within DCU Business School, participants have access to small study rooms for group assignments and for collaborative study. Students also have access to the DCU Library, which provides ample space to suit all learning styles, a wide library collection of essential texts and an extensive collection of print and electronic journals, books and research databases to inform your learning. These online collections are also available to student's off-campus.





Entry Requirements

Candidates must possess:

- A primary degree at second class honours level, or an equivalent professional qualification, and at least 3 years relevant managerial experience.
- Exceptional candidates who do not meet the above requirements, but have at least 7 years relevant managerial experience may be considered for entry in such cases candidates will be interviewed.
- We may, in some instances, require the Graduate Management admissions Test (GMAT). All candidates must have an adequate standard of mathematical and statistical ability.

How to apply

- Applications can be made via the Postgraduate Applications Centre (www.pac.ie/dcu) using the course code DC951.
- Applicants must submit a personal statement, a current CV, two references, and academic transcripts.

Fees

Fees for 2017/18 are €12,750 per annum*
(*Subject to change)

Enquiries

We believe that the DCU MBA is a life-transforming experience for participants. We encourage you to contact us for further information or to visit us at DCU. If you would like an informal discussion on how the DCU MBA might fit with your career, please contact:

Executive MBA Programme Director:
Dr. Claire Gubbins
Tel: +353 (0) 1 700 5589
Email: claire.gubbins@dcu.ie

Executive MBA Programme Office:
Ruth Finnegan
Tel: +353 (0) 1 700 8106
Email: mba@dcu.ie

Participating in the DCU MBA was one of the most challenging yet rewarding initiatives I have ever embarked on. It provided me with an invaluable opportunity to gain a unique insight into how other organisations and industries operate whilst providing formal recognition for my management experience. Completing the MBA has developed me in both a personal and professional capacity and equipped me with a suite of tools, business language and best practice applications which I've been able to use to enhance my career.

Barry Gavigan

Senior Global Operations Manager, VMWare International

The journey through the DCU Executive MBA Programme has undoubtedly been an enriching and rewarding experience, stimulating and transformative both professionally and personally. It brought together all my prior experience and validated it by giving it an academic underpinning. Through the academic knowledge and a wider understanding of other people's experience, I acquired knowledge in fields that were completely unknown to me up to that point. The practical application of my new skills to my own organisation has been extremely rewarding. I developed new competencies and enhanced old ones, facilitated though the lecturers and my class colleagues who were inspiring and supportive. I grew in my own confidence and the most valuable of all benefits was the insight I gained on myself.

Caroline Pigott

Director of Finance, Mater Misericordiae University Hospital.

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