

Pathways to professional certification

Accrediting managers at work with IMCA Socrates™

Overview

The IMCA Socrates™ 'Accrediting managers at work' scheme recognizes and certifies workplace action learning. IMCA conducts workplace action learning and awards professional qualifications. Unlike other business systems, users are not required to adhere to a standard designed by others. The aim is to use action learning and then to report on the improvements that arise via a self review format.

The scheme provides pathways to eight levels of professional certification by credit transfer from Revans University. It is designed to integrate with training and with any type of business activity. Here, professional credit is allocated for applications that yield solutions to workplace issues. By linking inputs and their corresponding outputs, action learners accumulate credit until they have met the certification requirements. The time involved varies from several months to a year.

The user options are:

(1) Limited

Two levels of certification - undergraduate and postgraduate Certificate (pass only).

(2) Complete*

All levels of certification

(3) Integrated*

All levels of certification - for users who register at least 30 associates every 12 months.

*Doctoral supervisors must hold an IMCA (or equivalent) doctorate and co-supervise their first doctoral candidate with an experienced supervisor.

Pathways

Professional certification is available at every level - from novice operative to senior executive, with awards at pass, credit and distinction (see 'Notes' below). Our approach is to align the level of seniority with the level of certification and because participants (termed 'associates') can only accumulate credit by applying the outcomes, we work with our customers to create unique, practical learning designs for each and every application.

Notes: Pass level certification is equivalent to an overall mark of 50-59, with credit (60-74) and with distinction (75 +).

Bachelor level pathways

These provisions are well suited to operatives, supervisors and junior managers. They can be integrated with training schemes for school leavers/younger employees and it is possible for associates to progress via incremental steps from undergraduate Certificate to Bachelor.

Level of award:	Bachelor (B) level pathway application:
Undergraduate Certificate ⁺	For novice operatives, with specialist applications e.g. (Customer Service)
Undergraduate Diploma	For experienced operatives, with specialist applications
Associate in Management	Generic only, no provision for specialist pathways (junior/trainee managers).
Bachelor of Management	For general management applications.
Bachelor of Science (specialism)	For specialist applications - e.g. (Sales Management).

⁺Undergraduate Certificate (pass only) pathways can be based on existing provisions for training and development and awarded without formal internal assessment, providing that suitable evidence of learning and application is available to the external reviewer.

Master level pathways

These provisions are designed for supervisors/junior managers (postgraduate Certificate), middle managers (postgraduate Diploma) and senior managers (Master). They can be integrated with any training, professional development or business activity and it is possible for associates to progress via incremental steps from postgraduate Certificate to Diploma and from postgraduate Diploma to Master.

Level of award:	Master (M) level pathway application:
Postgraduate Certificate in Management Studies ⁺	For general management applications (supervisory/junior management level) with incremental pathway to postgraduate Diploma.
Postgraduate Certificate (specialism) ⁺	For specialist applications with incremental pathway to postgraduate Diploma - e.g. (Retail Management).
Postgraduate Diploma in Management Studies	For general management applications (middle management level) with incremental pathway to Master degree.
Postgraduate Diploma (specialism)	For specialist applications with incremental pathway to Master degree e.g. (Logistics Management).
Master of Management	For senior general management applications.
Master of Science (specialism)	For senior specialist applications. - e.g. (Learning & Development).
Master of Business Administration	Executive applications linked to inputs in: operations, human resources management, sales & marketing, information management, financial management and strategic management.

⁺Postgraduate Certificate pathways (pass only) can be based on existing provisions for training and development and awarded without formal internal assessment, providing that suitable evidence of learning and application is available to the external reviewer.

Doctoral level pathway

The Doctor of Management by action learning is reserved for senior managers with a Master's qualification from IMCA or a recognized action learning institution.

Level of award:	Doctoral (D) level pathway application:
Doctor of Management	Progression for senior managers who hold IMCA professional Master's level certification or equivalent.

Fees

The IMCA Socrates™ international system is managed by IMCA Socrates Limited (ISL). We operate a two tier fee structure - region 1 for developed nations and region 2 in other locations.

Next steps:

1. If you select the 'limited' user option, ISL will discuss and finalize all arrangements by email and telephone, and visit you for an annual review meeting.
2. If you select the 'complete' user option, ISL will visit you at your premises to create your own unique learning design(s) and arrange a follow-up briefing day (two days in total).
3. If you select the 'integrated' user option, ISL will visit you at your premises to discuss with you and finalize the IMCA Socrates™ installation schedule.

Contact

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The workplace action learning system
For management development and professional certification