

## FACULTY OF THE PROFESSIONS GRADUATE ATTRIBUTES 2007

### *Master of Commerce (Performance Management)*

- 1) Specialist understanding of techniques and concepts associated with 'performance management' which draws from a multidisciplinary base to provide a unique concentration on the management and evaluation of performance at the organizational, sub-unit and individual levels
- 2) An appreciation of the potential contribution to organisational management through engagement with, and integration of, the operational and strategic functions of organisations in their business and societal settings
- 3) The skills and discipline to search for, synthesise, organise and present performance information, using a range of methodologies and technologies
- 4) Analytic skills that can argue from both qualitative and quantitative evidence
- 5) The ability to think creatively and generate innovative solutions by developing a perspective in the management discipline that focuses directly on managing organisational performance in its multiple dimensions and from an interdisciplinary base
- 6) The ability to adopt multiple perspectives in applying planning, control and evaluation techniques to the operational, financial, human, social and environmental dimensions of an organization and its sub-units
- 7) Ability to communicate ideas effectively in both informal group discussions and formal presentations
- 8) Ability to produce both complex research reports intended for review by academics and/or experts, and management reports intended for decision-making by general managers
- 9) Proficiency the use of electronic databases, web searching, ethnographical investigative methods, and the preparation of multimedia presentations
- 10) A deep appreciation of continuous change and improvement in organisations and societies
- 11) An understanding of the importance of lifelong learning in fields of business and management
- 12) An awareness of their potential leadership roles in organisations and the wider community
- 13) A heightened understanding of ethical issues in the managing of organisational performance where trade-offs must be made between multiple stakeholders
- 14) Sensitivity to cultural and social issues, particularly concerned with organisations that operate internationally