



Curtin University

Curtin MBA Unit Guide

**CURTIN GRADUATE SCHOOL
OF BUSINESS**



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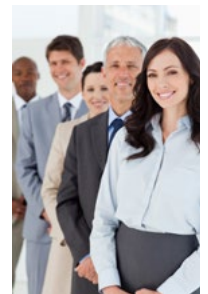
Master of Business Administration Unit Guide



Message from the Director

It is my pleasure to present an overview of a range of Curtin MBA units - and importantly our 2024 Unit Coordinators. We are proud of our connectivity with industry and the unique blend of academia and professional experience our unit coordinators bring to the MBA. Our focus in class is on applied learning and bringing theory to practice.

Dr Eileen Aitken-Fox
Director, MBA Programs
Curtin Graduate School of Business
Faculty of Business and Law



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Professor Helen Cabalu

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Economics for Managers

Students who successfully complete this unit will be able to apply economic theory in the analysis and critique of business decisions and government policy, discuss sources of business cycle fluctuations and critique various stabilisation alternatives and access and interpret current economic statistics and debate key economic and political aspects of globalisation.



Jian Song

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Executive Financial Decision Making

This unit introduces MBA students to a range of accounting and finance topics which will enable them to participate in financial decision making and governance in organisations from a range of industries and across multiple sectors. Students will develop an understanding of how to assess an organisation's past financial position and performance and assess the impact of investment and financing decisions on the organisation's future. The unit emphasises the importance of environmental, social and governance performance on financial sustainability, and introduces students to emerging trends in financing and financial decision making.



Dr Daniela Andrei

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Fundamentals of Leadership

Introduce MBA students to contemporary leadership theory and practice, including emergent leadership theories, ethics and governance, cross-cultural leadership and the role leaders play in building sustainable organisations. The focus is on the challenges leaders face in global organisations. Unit content is responsive to the increased complexity and rapid pace of contemporary society which demands higher, more ethical and more innovative levels of leadership. A multidimensional approach is adopted to critically analyse leaders and leadership, which includes doing, seeing, talking, reading and writing about leadership. Activities require students to integrate and synthesize these five leadership activities to demonstrate the development of theory from practice and practice into theory.





Dr Hossein Mohammadi

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Global Business Sustainability

The purpose of this unit is to develop skills and competencies for leading and managing business sustainability in the global context. The unit explores both challenges and opportunities inherent in the interface between economic, environmental and social requirements, and applies key theories, concepts, frameworks and solutions to those requirements. Students will understand how economic, environmental and social requirements are integral and interrelated parts of the global and geo-political landscape within which businesses operate. Using problem-based learning, a grounding in business ethics and guidance from the United Nations Sustainable Development Goals, students who complete the unit will be better prepared to develop actions aimed at achieving business sustainability while considering a global perspective.



Dr Eileen Aitken-Fox

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Human Resource Strategies

This unit provides an introduction and overview of Strategic Human Resource Management (SHRM). It will provide students with an extensive understanding of the theory and practice of HR so that they can develop policies and practices relating to the legal, ethical and socially responsible management of people at work. Students will critically evaluate the effectiveness of SHRM policies and strategies within different political, social and economic contexts. Areas covered include job analysis and design; recruitment and selection; managing and appraising performance; career planning; health and safety at work; and managing change and conflict.



Dr James Earnest

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Leadership in Crisis and Recovery

This unit develops leadership competencies for current and future organizations in an increasingly volatile, uncertain, complex and ambiguous (VUCA) world. It introduces and identifies effective strategies for risk, crisis and emergency management, business continuity planning and enables understanding of contemporary legal constraints and enablers. It develops the skills required to lead others and engage in reflective practice in these contexts by examining contemporary global business cases/leader responses. This will include examination of the micro/ meso and macro influences on VUCA leadership outcomes. Using problem-based learning students will create a 'live' public relations message to manage stakeholder perceptions and responses in a business/ industry crisis. Students will also develop a business continuity plan, incorporating relevant cultural, legal and economic constraints and facilitators.





Dr Eileen Aitken-Fox

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Managerial Effectiveness

Development of key leadership and management skills with the goal of enhancing managerial effectiveness. Development of effective strategies for organisational learning, coaching, time management, negotiation, stress management and communication, clarifying personal and professional vision, as well as examining the developing roles of managers in regional and global environments.



Dr Shahid Ghauri

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MBA Capstone

The purpose of this unit is to provide students with a capstone experience where they draw on their previous units throughout the MBA journey to tackle a major global strategic issue relevant to their sector. The MBA equips students with knowledge, learning and new skills to understand the broader business aspects managers require. In doing so, various aspects of business management are addressed, including organisational behaviour, financial decision making, economics, marketing, operations management and strategy. The MBA capstone unit requires students to identify a global strategic issue at a level of importance such that the issue can significantly change the way organisations in a sector operate in the future. Students are tasked with identifying and framing the global issue and developing a pathway that draws on strategy, and at least three (3) other disciplines (e.g. finance, human resources, marketing), to identify how their organisation will address the issue. Students who complete the unit will be better prepared to put in place actions that consider the dynamics of a changing global business environment, the broader context of an organisation and how different functions need to be aligned and integrated to solve complex strategic challenges. As this is a unit focused on synthesis, integration and the application of previous learning across the entire MBA, no new content will be introduced. However, an assessment overview, facilitated reflection opportunities, student discussion and/or relevant industry engagement will be provided.



Associate Professor Scott Fitzgerald

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Organisational Behaviour for Managers

This unit focuses on organisational behaviour at an individual, group and organisational level, encompassing issues that are changing the way work is conducted, organised and managed. It also considers improving organisational effectiveness. Local and international case studies are analysed. Participants will consider practical and theoretical approaches adopted by organisations to improve and enhance the quality of leadership and management in the workplace. Course work emphasises academic writing and research skills required at a postgraduate level in business.



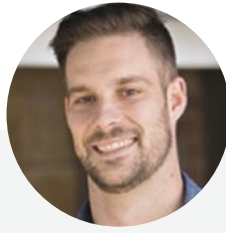


Associate Professor Bella Butler

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Organisational Change and Transformation

The knowledge, skills and understanding of theories, models, strategies, techniques and instruments involved in analysing organisational problems related to dealing with uncertainty and change. Identifying opportunities, transforming organisations and their business environment and evaluating organisational change and transformation. Knowledge and skills on the overall process of organisational change and transformation. Practical experience in economic recovery, analysing organisational problems and returning organisational confidence, implementing and evaluating organisational change and transformation.



Dr Ben Thomas

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Organisational Strategy

The purpose of this unit is to develop skills and competencies for creating, implementing and monitoring organisational strategy. The unit explores the practices and concepts that drive the choices and actions that lead to a successful strategy. Through the introduction of appropriate theoretical models and relevant practical frameworks, students will understand the fundamental building blocks of strategy, which will allow them to put in place solutions to developing and implementing better strategies and monitoring their effectiveness. Both classic strategy principles and contemporary strategy thought will be explored. Using problem-based learning, students who complete the unit will be better prepared to develop strategies aimed at achieving long-term sustainability.



Dr Jacqueline Boaks

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Philosophy and Ethics

The leadership role at the level of philosophical thinking and linking personal leadership discoveries with philosophical and ethical thought. Classical and contemporary philosophy in Eastern and Western traditions, models and influences, and their impact on personal philosophies of leadership. Development of a personal framework for leadership philosophy translation of theories into practical applications for the workplace.





**Associate Professor
Bella Butler**

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Responsible Leadership

This unit focuses on the way in which businesses have approached the diverse and increasingly complex agenda of social and environmental management, evaluating the degree of influence these pressing issues have on business activities. It offers comprehensive grounding in sustainability management issues including strategies, accountability, policies, auditing and reporting. Given appropriate tools and an exposure to international and local sustainability issues, students will use real-life business industry situations to formulate corporate sustainability management policy. It provides capacity building for students to be future generators of sustainable values for business and community.



Dr James Earnest

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**Strategic Operations
Management**

In this unit students will engage with Operations Management definitions and their contribution to supply and value chains. Key concepts and tools that students will identify include supply chain drivers and components, value management, capacity planning and scheduling, process management and manufacturing quality. Analysis tool will also be applied to inform decisions that may improve the value and competitive advantage of a company.



**Associate Professor
Vanessa Quintal**

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Synergising Marketing

This unit introduces marketing to postgraduate students from diverse discipline areas. It initiates students into the marketing discipline by highlighting the principles fundamental to both consumer and business decision-making. Students acquire knowledge of marketing theories, frameworks and strategies, which equip them to analyse, evaluate and create strategic initiatives in the marketplace. Students have opportunity to hone their professional skills in leadership, collaboration and problem-solving in communications with their peers and industry clients.



About Curtin's Master of Business Administration



Achieving an MBA from Curtin University means that you hold an internationally respected qualification from an elite global business school – recognised through triple accreditation by EQUIS, AACSB International and EFMD (Accredited MBA). Curtin is also respected as a signatory to the United Nations Principles for Responsible Management Education.

Our MBA not only gives you the fundamental skills in financial management and economics, but also in the business leadership, decision-making and organisational strategies that underpin sustainable business practices. These areas of expertise align with contemporary practices and challenges in industry and reflect the unpredictability of global business markets.

Curtin's MBA also gives you the opportunity to specialise in one of four areas of business expertise:

- **Business Administration:** In this specialisation you'll gain the ability to create and evaluate innovative ideas and strategise for unpredictable business environments.
- **Digital Finance:** In this specialisation you'll gain the digital finance skills that are fundamental to contemporary business and entrepreneurship.
- **Energy Transition:** In this specialisation you'll gain advanced knowledge of oil, gas and energy management and learn how to adapt business strategies to energy sector changes.
- **Leadership:** In this specialisation you'll explore the philosophy and ethics of leadership and current and future leadership challenges.

If you're looking to step up from a technical career or switch careers, this MBA will give you the skills and confidence – as well as the knowledge, skills, theory and terminology – to progress your career.

The benefits of studying Curtin's MBA

- Curtin Business School is recognised as an elite global business school through accreditation by EQUIS, AACSB International and an EFMD-accredited MBA.
- You can choose to specialise in Leadership, Business Administration, Digital Finance or Energy Futures.
- You can complete your MBA over only four trimesters (about 15 months, studying full-time) or study at a pace that suits your work and life commitments.
- Your face-to-face study is at Curtin's Graduate School of Business, in the heart of the Perth CBD.
- Your optional units can comprise Executive Education Masterclasses (five days).
- You can choose to study on-campus (evenings or block teaching), online or a mix of both.
- You can start your course at the time of the year that's best for you, either January, May or August.

Note: If you don't yet meet the admission criteria for the MBA, complete our **Graduate Certificate in Business** or **Graduate Certificate in Business Futures** as a stepping stone. This pathway won't take you any longer, as completing the units in those graduate certificates will provide course credits towards your MBA.

What you'll learn

- Critically evaluate relevant theories, concepts, techniques and business principles and apply them to design solutions that create value for stakeholders
- Employ effective business communication practices and demonstrate how relevant technologies can be applied in management and leadership contexts
- Formulate responsible management and leadership decisions that are evidence-based and supported by a critical evaluation of markets, resources, goods and services, finances and/ or accounting information
- Recognise and apply the development of appropriate policies and strategies within a dynamic global business environment to meet stakeholder interests
- Apply principles of ethics, sustainability, corporate social responsibility and risk management across a range of business settings



For more information

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