

International appeal

Peter Kreft

Based in Slovenia, Peter Kreft is a Project Manager responsible for the training and development of sales and marketing teams throughout Eastern Europe, CIS countries (including some Asian parts) and some African countries at pharmaceutical company Lek.

He develops the training strategy, implements training interventions and coaches employees in key countries. Peter had worked for Lek for seven years, in a people development role, before starting his MSc.

We talked to him whilst in the middle of the programme. "There is a constant interaction between people and organisations, so you can't develop one without impacting on the other," he said. "I realised I needed more knowledge about organisational development if I was to become more effective at people development." Because Slovenia is such a small country, he says he decided to look internationally for a suitable programme. "I looked at programmes in the United States, the UK and in France," he said. "I chose Roffey Park's MSc because it offered the best combination of personal development and organisational development.

The self managed learning approach makes the programme highly innovative. I was also attracted by the fact that I could study part-time." Peter is using the programme not only to increase his knowledge of organisational development but also to improve his influencing skills. "I like the fact that you can choose your subjects and I feel I've already gained a greater understanding of the whole process of organisational development," he said. "There's a long way to go yet but I've raised my competence and it's been very beneficial for my work."

Peter's Learning Set has a mix of people with different backgrounds. "We're all working in different locations and we communicate via e-mail and telephone," he said. "We hold some of our Set meetings at Roffey Park. The location, the facilities and the people there make it a very welcoming environment and the atmosphere is very conducive for learning. But we also meet where each of the group members are based, so group members have been out to Slovenia and we've also met in Ireland. It's a great opportunity to experience different cultures."

He admits that assessing the work of his colleagues is challenging. "As well as appraising your own work, you have to read and evaluate the work of each of the participants in your Learning Set," he said. "It takes a lot of energy and time. If you just had a fixed curriculum, it would be much easier. It can be hard to organise your work life and your private life and other obligations around your studies. But it's worth it because you get feedback all the time and you have the opportunity to change your work and improve it."



He recommends that people should think carefully before considering the programme. "Be clear about what you want to achieve," he advises. "If you just want to get a masters title, then go to a classic university. It would be less effort - but you wouldn't learn so much. If you really want to experience something tougher, broader, different, then this is the programme you should choose."

Roffey Park holds regular free open events where you can find out more about the MSc in People and Organisational Development. For more information:

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