



Case Study: Dr Rohan Bedi

# THE INSTITUTE FOR WORK BASED LEARNING (IWBL)

Work Based Learning at Middlesex University is a modern way of providing university-level learning in the workplace. As every place of work is unique, IWBL offers customised learning programmes tailored to the specific needs of the organisation and the individual.

## Work based learning changes lives and improves businesses, through work, in work, for work, at work.

WBL studies benefit all business sectors and industries, individuals and organisations.

IWBL recommends that organisations should work strategically to support and achieve their overall business goals; aligning learning interventions with organisational strategy. A strategic approach to Learning, Training and Development for your staff will develop a more skilled, motivated and loyal workforce, better able to respond in a changing world.

Learning is work based, and will be tailored to meet the specific requirements of an organisation, so that new knowledge and skills are highly relevant. You'll be able to offer the same standard of training across your organisation, even on a regional or national basis.

In WBL studies work experience plays a key part, utilising both previous and current experience. We assess prior learning in the workplace for academic credit. This may form part of a programme, reducing the length of time and number of modules needed to achieve a target qualification. Work based learning formalises a range of real activities, bringing them together in the overall learning process.

Work Based Learning (WBL) can be most simply described as achieving learning through work and can be undertaken in many different ways; it describes a situation where the majority of the learning takes place away from a classroom. This does not mean that that all the learning takes place "on the job"; it still involves research, investigation, analysis, evaluation and reflection, and it does require the investment of personal time - all the things that are expected in an academic programme.

## We offer Work Based Learning at every level of Higher Education:

- Accreditation of your in-house programmes
- HE Certificates and Diplomas
- Foundation Degrees
- Honours Degrees (BA, BSc)
- Post Graduate Certificate and Diploma (PGCert, PGDip)
- Masters Degrees (MA, MSc, MProf)
- Research Degrees (MProf, DProf)

IWBL pioneered the development of work based learning at higher education level, and is a nationally recognised Centre of Excellence and a Queen's Anniversary Prize winner.

## Benefiting Business

WBL provides excellent development routes for the key people in the business. Its focus on increasing personal and business performance is intended to bring benefits straight away.



## Middlesex Organisational Development Network

Working with our MODNet partners we offer a portal for organisations seeking learning solutions from initial Entry Level to Professional Doctorate level, Level 1 to Level 8. This is a specialist advisory service on the use and development of learning as a resource to achieve business objectives. IWBL offers accredited training, research and consultancy services; we can also accredit existing in-house training and extend its impact through customised work based projects.

Contact IWBL Business Development to discuss how WBL can start supporting your objectives.

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Rohan Bedi commenced his study for a Doctorate in Professional Studies by Public Works in 2008.

He works as the Senior Money, Laundering Risk Executive for Asia at Bank of America Merrill Lynch, and for his Doctorate Work based project studied 'Anti-Money Laundering (AML) – Developing a Global Standard Practice'.

Rohan explains that, 'My Context statement reflects my professional contributions in the AML field through my public works. These have tended to focus on the technical aspects of AML. As part of the Doctorate process I have been required to incorporate a solid understanding of leadership theory and reassess my contributions in this light. It has underscored to me that there are new opportunities for me to contribute to public works in AML from a management/leadership perspective'.

His academic advisor, Dr Pauline Armsby, says that 'Rohan is a leader in the field of anti money laundering. Working with him, this does not surprise me as he made a clear plan, put forward his ideas confidently, and listened carefully to feedback. Comments from his assessment panel were we 'would like to commend you on the integration and effectiveness of your academic, professional and practitioner roles and your depth of knowledge across the spectrum of financial institutions from customer interface to thought leadership in this fast evolving area'.

Rohan says that 'the DProf programme has helped me to assess my contributions to the field over the years and chart out a course for the future. The process requires a constant questioning of ones contributions with the most basic question - "why is this important?" The process requires introspection and reassessing of ones assumptions and this has inevitably led to excellent personal and professional growth.'

He continues 'My learning's through the Doctorate process have provided me new insights into what worked and did not work in a professional AML context. These learning's will undoubtedly reflect in my present and future AML strategy and policy contributions as well as in my future public works which will be more focused on the management of AML and leadership'.

By investing in Learning, Training and Development (LTD) for staff an organisation will develop a more skilled workforce, a team of motivated and loyal staff, and the opportunity to operate at the cutting edge, better able to respond to a changing world – with tangible results. Learning will be work based, so that new knowledge and skills are highly relevant to the organisation. Learning will be blended, tailored and flexible to meet your specific requirements. You will be able to offer the same standard of training across your organisation or even on a regional or national basis.

Rohan believes that the work based learning approach 'is a unique one involving close and direct supervision from the Institutes Director of Masters/Doctorate in Professional Studies Programmes for writing out the Context Statement. The interaction has been great albeit demanding in standards. Nonetheless, one looks back at the finished context statement with a sense of pride and satisfaction. The Institutes approach to building the Doctorate's context statement is a standardised one that they are a pioneer in and can easily be applied across industries'.

David Williams, Head of Business Development confirms that 'Programmes start with what you know now and where you want to get to. They are modular, part-time study, and focused on real work based projects designed to offer maximum benefit to the organisation, with accreditation of the knowledge and skills built up over a career.

The University also offer accredited training, research and consultancy services; we can also accredit your existing in-house training and extend its impact through customised work based projects'.

To discuss how this modern way of creating university-level learning in the workplace can be applied to develop your staff and meet your organisational objectives contact

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**"Rather than expressing frustration over management and individual capabilities, business leaders must implement effective learning and development programmes, and performance management tools to enable them to enhance their performance."**

**IWBL, 2009**