



## Case Study: Eunice Aquilina

# 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 (WBL) 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)

The IWBL has 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

IWBL 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.

T 020 8411 5050

E [business@mdx.ac.uk](mailto:business@mdx.ac.uk)

W [www.mdx.ac.uk/wbl](http://www.mdx.ac.uk/wbl)

W [www.modnet.mdx.ac.uk](http://www.modnet.mdx.ac.uk)

Eunice Aquilina studied with I-Coach Academy, one of the Institute's preferred partners. Mike van Oudtshoorn, i-coach academy Director reflects that 'the i-coach academy's faculty draw on the students' rich practical experience in the field as well as their academic qualifications to support these experienced practitioners in exploring their signature in the field and to contribute to the development of the field of coaching through their doctorate research'.

Eunice comments that 'studying with i-coach academy, I developed my own authentic coaching framework and model which took my coaching to a higher level. The emphasis on reflective practice meant that I learnt in and from my practice as a coach. Throughout my programme of study, my professional practice as a coach remained at the centre of my work which I believe created a powerful learning experience'.

The doctorate research looked at how coaching conversations contribute to Organisational Development. 'I believe that my work will have significant impact on the field of coaching as it offers organisations a framework to track the learning from coaching both on an individual as well as an organisational system level'.

Her Academic advisor states, 'It is probably one of the most important contributions to the coaching and OD literature to date not least because of the high profile of the organisation but also because of the quality and impact of the work on practice. This study will be talked about for sometime to come as a benchmark in coaching research. I would strongly urge Eunice to develop this work into a publication or three!'

Eunice encourages others to undertake work based studies, 'I believe that the approach of work based learning offers the rigour of academic research together with developing professional practice. Coaching is still evolving as a profession and it will benefit from research completed at Masters and Doctorate levels'.

A summary of Eunice's research projects can be seen on [www.i-coachacademy.com/pages/professional-development/community-research.php](http://www.i-coachacademy.com/pages/professional-development/community-research.php)



'I chose to study for a Professional Doctorate in Coaching because I felt it would allow me to develop my professional practice as a coach through work based research, while continuing to develop my professional role as a coach. The opportunity to study with a professional coach educator together with the Institute for Work Based Learning at Middlesex University made this a powerful programme'.

**Eunice Aquilina**  
Director at Eaconsult, who successfully completed the programme in 2008.

Middlesex University pioneered work based learning at Higher Education level and since 2005 has been a nationally recognised Centre for Excellence. Work based learning is defined as: "A modern way of creating university-level learning in the workplace". It provides a flexible learning experience that is delivered through work, in work, for work, at work.

As every place of work is unique, the Institute offer customised learning programmes tailored to the specific needs of the organisation. Individual study programmes are flexible and may be undertaken in a style and at a pace suited to employee needs and ability.

By investing in Learning, Training and Development (LTD) for staff an organisation will develop a more skilled, motivated and loyal workforce, 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 tailored and flexible enough to meet your specific requirements. You'll be able to offer the same standard of training across your organisation or even on a regional or national basis.

David Williams, Head of Business Development confirms that 'Programmes 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:

Contact  
Please call or email IWBL Business Development for more information:  
T 020 8411 5050  
E [business@mdx.ac.uk](mailto:business@mdx.ac.uk)  
W: [www.mdx.ac.uk/wbl](http://www.mdx.ac.uk/wbl)

## Case Study: Eunice Aquilina

**"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, 2008