



THE SCHOOL OF MANAGEMENT & RESEARCH (TSMR)

INSTITUTIONAL BROCHURE



“No other investment yields as great a return as the investment in education. An educated workforce is the foundation of every community and the future of every economy”

Brad Henry

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1.0 WHO WE ARE?



The School of Management & Research (TSMR) is a Distance Learning Higher Education Institution with unique traditional UK university partnership approach that drives world-class research and underpins excellence in all that we do.

We benefit from the beautiful and diverse surroundings offered by our partners making TSMR a safe institution to study. Located in Cardiff, UK, we embody the spirit and philosophy of Wales to explore the wider world and we continue to do so as we explore new horizons.

We place our students at the heart of our institution, engaging them fully as partners in their academic learning and personal development. We are proud of the strong economic, social and cultural contributions that such collaboration affords TSMR locally, nationally and internationally.

Our talented staff excel in their own areas of scholarly or professional work and really care about what they do and how they do it. Our academic strengths reflect robust interdisciplinary research.

TSMR Management and Business courses consist of flexible modules and project work. Since teaching is asynchronous all lectures are placed on Blackboard starting from Sunday to Saturday throughout the term

TSMR believes that all learning should be relevant in the real world; so, throughout the course learners will develop 'soft skills such as communication, self-awareness and the ability to adapt to rapidly changing demands. We use research reports (dissertation) and business projects to create the situation students are likely to face at the sharp edge of business.

An essential innovation of TSMR courses is the introduction of Module 106 – Small Businesses & Entrepreneurship Development as a compulsory subject. Students will not be deemed to have completed their course if they do not pass an assessment in 106 and their research project. The rationale here is to equip every student with skills that will help them stand on their own feet rather than relying on others for employment upon completion. The only exception to this rule is students opting for Diploma.

2.0 OUR VALUES

We are:

- Committed to an enterprising approach through all of our activities, creating an environment where good ideas are welcomed and fostered, tested and acted upon.
- Committed to empowering our students, staff and partners to think for themselves, make their own decisions, and make a difference.
- Committed to taking a partnership and individuals approach to creativity and maximise our impact.
- Motivated in providing an ambitious, inspiring friendly learning and working environment for our students and staff.
- Driven by our ethos and culture to do the things we do and how we do it. Our working culture is one of trust, empowerment, transparency and accountability that enables effective leadership and promotes great decision-making at all levels.
- Appreciative of valuable contributions, passions and talents of our staff, students and partners.
- Respect differences in background, identity, ideas and beliefs and encouraging a creative and inclusive working and learning environment.

3.0 FACILITIES



TSMR facilities include office space, and meeting room. The nature of our operation require that we do not need large physical spaces; we use existing conference facilities should we hold face-to-face lectures. This is not a frequent activity. Regional or zonal teaching is an option.



Blended Activity: Regional Seminar Lecture on Economic Development in Emerging Countries. Dubai



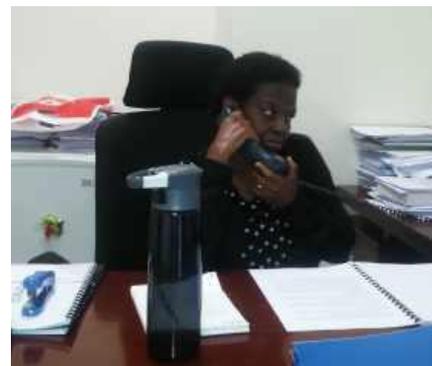
Small Group teaching,



Prof. Gokah (Middle). Civil Servants in Somali region of Ethiopia, A Learning cohort 2019



Meeting in progress



Staff Suite





TSMR uses a multi-approach in recruiting its students all over the world. Smart Connect, an international student recruitment organisation based in Norway, are our recruitment company. Other methods include the use of flyers, recommendations and word of mouth taster programmes using social media.



PROFESSIONAL (PRACTICE-LED) DOCTORATE DEGREE
HOW TO APPLY

This programme is intended for professionals and practitioners in management and diverse fields of practice who are able to draw on their professional work experience as a part of their PhD qualification.

WHAT IS THE BASIC ENTRY QUALIFICATION FOR PhD

- Masters Degree or 1st Degree with 5 years working experience
- Diploma with 5+ years working experience
- O & A Level with 10 years or more working experience
- English Language Qualification (Level 5 IELTS/ TEFL Minimum)

APPLY NOW & GRADUATE WITH TOP DUAL EUROPEAN UNIVERSITY QUALIFICATION

registry@tsmr.org.uk



www.tsmr.org.uk

FLEXIBLE Ph.D STUDY

Explore your dream at

The School of Management & Research, UK

ENROL NOW

TSMR is making an impact

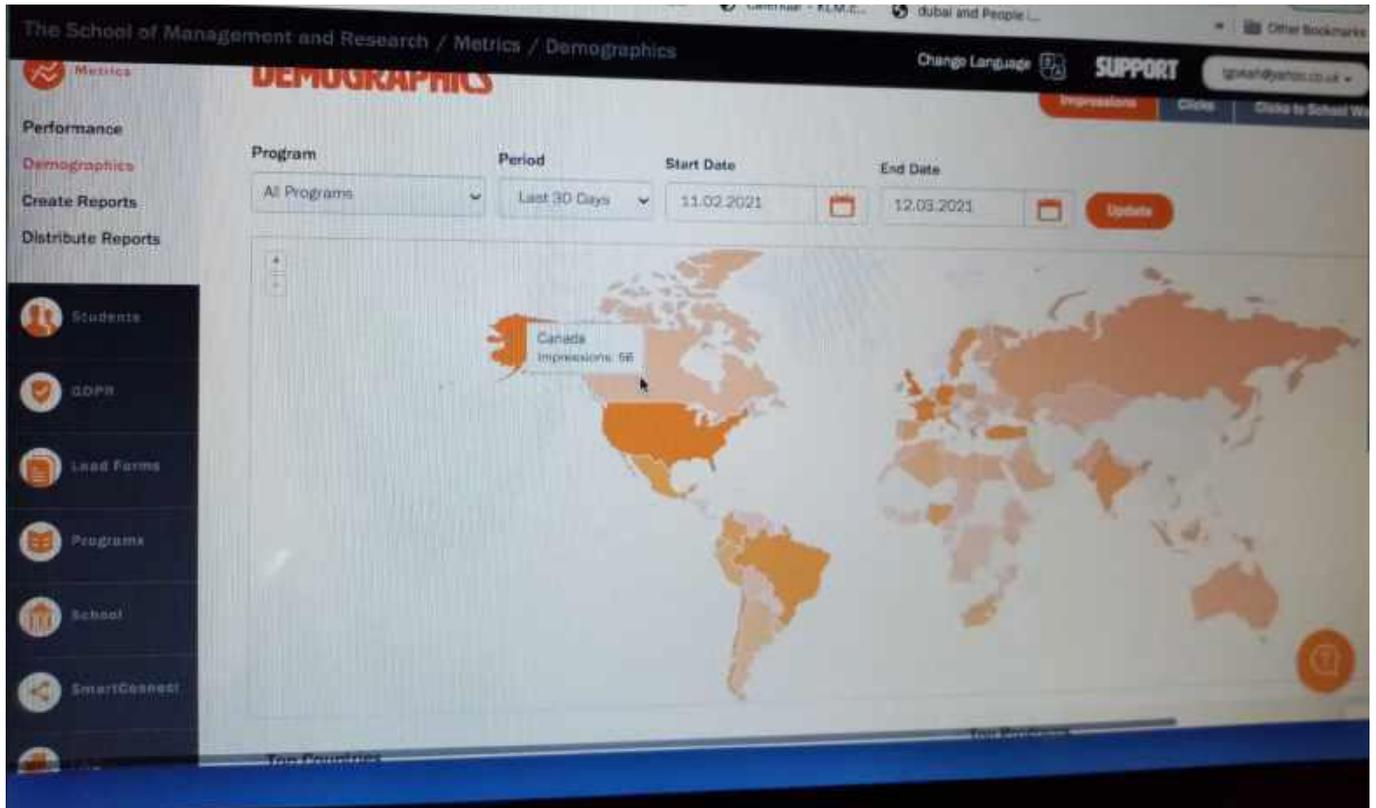



This is where learning happens

The School of Management & Research

registry@tsmr.org.uk www.tsmr.org.uk

4.1 TSMR GLOBAL STUDENT DEMOGRAPHIC MAP



4.2 PER COUNTRY DISTRIBUTION

No	COUNTRY	STUDENTS	No	COUNTRY	STUDENTS
1	United States of America	394	20	Nigeria	73
2	Canada	56	21	Cameroon	5
3	Mexico	129	22	Chad	7
4	Honduras	5	23	Angola	7
5	Columbia	104	24	Angola	7
6	Peru	156	25	Saudi Arabia	18
7	Brazil	180	26	Kenya	18
8	Bolivia	9	27	South Africa	46
9	Argentina	25	28	Turkey	109
10	Chile	128	29	UK	470
11	Morocco	12	30	Poland	38
12	Bulgaria	10	31	Sweden	47
13	Romania	18	32	Finland	10
14	Germany	201	33	Russia	22
15	Ghana	9	34	India	69
16	Lybia	13	35	Malaysia	13
17	France	162	36	Indonesia	38
18	Spain	41	37	Australia	17
19	Egypt	18	38	Ukraine	6
		1670			1020

The impact of COVID-19 on education will significantly affect the way teaching and learning is delivered. In response to this, TSMR will continue to use its systems to reach potential students throughout the world. We view our students, both current and future, as our valuable resource whom we need to keep in touch with.

Although the postgraduate market is relatively smaller than undergraduate market, we want to cultivate the former as a niche market where student's can see as a unique space to realise their dreams.

Student recruitment is not only a steep activity both for the institution and the consumer but very competitive. TSMR is determined to bring its offerings but value for money. We do not want anyone to be left behind in pursuing higher education because of their social, economic and environmental circumstances. This is why we cast widely using the most efficient tools and resources available to us. We are also conscious that 'TSMR exist because our clients exist'.

4.3 STUDENT INTERACTION



(1) Responding to enquires



(2) Research Students recognition



(3) Open-day



Our new image

There are two routes students can earn a Masters or doctorate degree, that is, guided research and taught. The former will lead to qualifications in a chosen field such as:

- (a) Practice-led MBA/ Doctorate in Economic Development
- (b) Practice-led MBA/ Doctorate in Management/Business and
- (c) Practice-led Masters/ Doctorate in Sustainable Education
- (d) Professional Masters/Doctorate Degree
- (e) Masters/Doctor of Philosophy
- (f) Bachelor of Arts/Bachelor of Science

STRATEGIC BUSINESS MANAGEMENT

The Business Management, like all other courses, is course is designed to meet the needs of senior/middle managers in the running of their businesses, and to facilitate their progression to higher levels within their organisation. Managers need to be aware of issues, able to analyse their potential outcomes and consequences, and decide how to react. They do not have to be expert in all areas of business but they need to possess a general awareness of what specialist facilities and services exist, and how they can assist in carrying out that role. The programme includes contemporary topics reflecting key issues within the 21st century business environment, as well as the latest developments in management research.

The programme has been produced to conform to the requirements of the RQF, the SCQF, the National Occupational Standards for Management and Leadership (NOS) and the relevant Quality Assurance Agency (QAA) subject benchmark statements. This may, however, be amended to fit awarding institution framework.

The aims of this programme will allow learners to:

- @ Apply theoretical understanding of business and management to complex and current business issues and the impact of the external environment, with a view to improving business practice
- @ Critically reflect upon own leadership and management skills and thereby allow learners to prepare for senior roles within their organisation
- @ Develop a lifelong learning attitude to education and training
- @ Gain a critical insight into contemporary research and leading-edge practice within the field of strategic management

- @ Develop considerable autonomy in their learning and enhance their ability to plan, implement and evaluate consultancy projects in a group context
- @ Demonstrate originality and enterprise in approaching complex business issues
- @ Demonstrate self-direction, initiative and autonomy in research and scholarship towards solutions to organisational problems in a chosen field of management
- @ Critically evaluate proposed solutions to business problems.

5.2 Teaching, Learning and Assessment

The Business Management is designed for learners who have gained a considerable degree of subject knowledge and proficiency from undergraduate studies, experience within the workplace, or both. The approach to study is essentially one of critique and evaluation: using the results of current and recent research and case studies to analyse, evaluate and appraise established methods, practices or techniques.

Teaching input is provided via a wide range of approaches including lectures and seminars (online and or face to face), video and case studies. Particular emphasis is placed on team approaches and the setting of work-based tasks at a strategic level.

Learning strategies include syndicate work, group presentations, working with local business organisations, and self-managed learning.

Assessments have a strong practical and professional orientation and enable learners to develop a range of practical management skills relevant to senior roles in their organisation. Work-based assignments are used where relevant and practical in order to help participants:

- @ Relate their learning to their work environment
- @ Increase their knowledge of that environment
- @ Raise their profile and ensure that their sponsor gains immediate practical benefit
- Access increased employability/progression opportunities.

Entry Requirements

- @ Honours degree, normally at a minimum of lower second class (2:2), or an equivalent qualification, plus at least two years' relevant work experience in managerial roles

Or:

- @ A minimum of 5 years' managerial work experience in Business Managerial roles and evidence of ability to study at postgraduate level

And:

@ Applicants for whom English is not a first language will be expected to demonstrate a certified level of proficiency of at least IELTS (International English Language Testing System) 6 or above.

5.4 Curriculum

Unit Title	QCF /SCQF Level	Credits
Strategic Management	7/11	20
Strategic Financial Management	7/11	20
Change Management and Strategic Leadership	7/11	30
Strategic Resource Management in Organisations	7/11	30
Strategic Research Management in Organisations	7/11	60
Marketing Management in Practice	7/11	20
Total Credits		180

5.5 Knowledge and Understanding

<i>Upon successful completion, a learner will be expected to be able to:</i>	
A1	Apply a wide range of advanced theoretical business concepts to complex practical business issues.
A2	Display a critical awareness of contemporary issues, which is informed by leading edge research and practice in the field.
A3	Evaluate the dynamic environmental forces that impact upon organisations within a global context
A4	finance, marketing, information and knowledge management, law, economics and statistical analysis.
A5	Critically evaluate classical and contemporary approaches to corporate strategy.
A6	Display a critical awareness of theory and practice in the disciplines of leadership and decision-making.
A7	Critically assess the contributions of entrepreneurial and ethical dimensions to strategic management.

5.6 BUSINESS & MARKETING STRATEGY

The Business and Marketing Strategy) is a Regulated Qualifications Framework (RQF) equivalent Level 7 qualification. It is designed to offer learners without prior marketing experience the knowledge and skills they need to be operationally effective in a career in the Marketing field. For those learners that do have prior experience in Marketing and who also possess a professional qualification, the pathway through this programme will develop their professional competence.

The programme has been produced to conform to the requirements of the RQF/SCQF, the National Occupational Standards (NOS) for developing marketing strategies and the relevant Quality Assurance Agency (QAA) subject benchmark statements.

The aims of this programme will allow learners to:

- Gain a sound and coherent foundation in marketing, such that they will be able to define and execute practical marketing interventions that exist in professional practice
- Synthesize and critically evaluate theoretical frameworks of strategic marketing, business ethics, design and innovation as applied to marketing
- Demonstrate an understanding of the practical value of these frameworks in a range of strategic business situations
- Create frameworks for understanding and analysing marketing processes in diverse organisational types, encountering different and changing marketing environments
- Develop practical research and analytical capabilities in the context of market-driven strategy, and in particular in the formulation of value propositions in provider-customer relationships
- Review, modify, synthesize and apply transferable marketing concepts and skills in the management of product and market development, in particular from the strategic perspective
- Critically assess market-sourced data and information from a variety of organisations and use this for strategic marketing and decision-making
- Evaluate a variety of creative approaches to product and service design, creativity and innovation that may contribute to organisational wealth

Teaching, Learning and Assessment

The Business and Marketing Strategy is designed for learners who have gained a considerable degree of subject knowledge and proficiency from undergraduate studies, experience within the workplace, or both. The approach to study is essentially one of self-direction, critical reflection and exposure to situations where individuals can evidence learning through presentation, seminar delivery, group work and interactive discussion groups. Participants are encouraged to apply knowledge and to show a critical awareness of current management situations and problems.

Assessment strategies in the units have been designed to allow students to evidence practical skills of data management and manipulation, synthesis of ideas in application, and to communicate outcomes to others in different marketing situations.

Curriculum

The Business and Marketing Strategy is a Level 7 programme. The programme consists of 6 units, all of which are compulsory as shown:



Compulsory Units

Unit Title	QCF/SCQF Level	Credits
Strategic Management	7/11	20
Strategic Financial Management	7/11	20
Marketing Management in Practice	7/11	20
Global Marketing	7/11	30
Marketing for SME, Charity and the Public Sector	7/11	30
Research Method & Methodology	7/11	60
Total Credits		180

Knowledge and Understanding

<i>Upon successful completion, a learner will be expected to be able to:</i>	
A1	Demonstrate deep knowledge and understanding of business management and marketing while placing it within its wider organisational and contextual framework
A2	Show understanding of the current issues and thinking in business management and Marketing
A3	Display knowledge of the techniques applicable to research in the business management and marketing discipline
A4	Identify and apply analytical business management and marketing tools and techniques from internal and external perspectives
A5	Recognise value propositions and interpret these towards added value and organisational Wealth
A6	Distinguish between product-market relationships from the strategic perspective

5.7 STUDENT PROGRESSION

Where *applicable*, students will start their learning from Diploma through to Masters. TSMR postgraduate degree is approximately 1.5 years (full-time) and 2 years (part-time). Students who already have good first degree need to read 6 subjects to gain Postgraduate Diploma (60 Credits) with progression to awarding university for top-up (120 /180 Credits). Students are at liberty to major in any of the listed courses.

6.0 RESEARCH ROUTE

TSMR offers both Practice-led PhD and MBA programmes to students who wish to convert their professional experience to academic qualification.

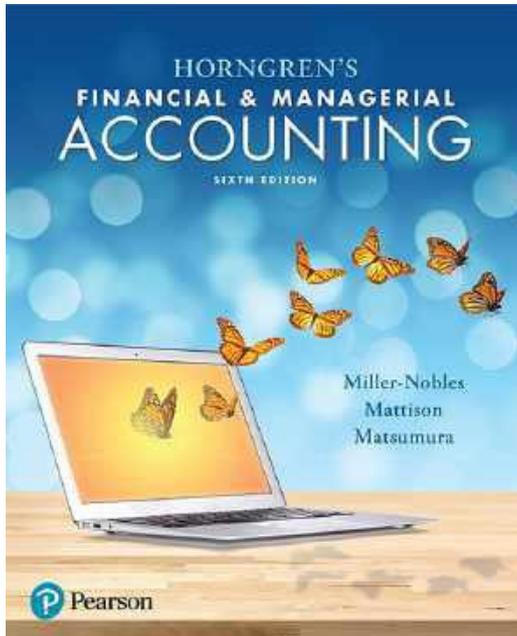
By means of distance learning, TSMR reaches out to varied communities of the World for top United Kingdom University qualifications. Besides, TSMR hires only those experts and highly experienced and qualified academicians to teach her students right from their home countries.

Many global students have been aided to access the most highly world recognised university qualifications at reasonable cost. Students who find it rather difficult to come to UK for their University qualifications can now be reached easily. You no longer have to worry about barriers such as, travel costs, family ties, visa obtaining problems, accommodation and living expenses while in UK and many other academic associated costs. TSMR has made it possible for you to avoid those barriers.

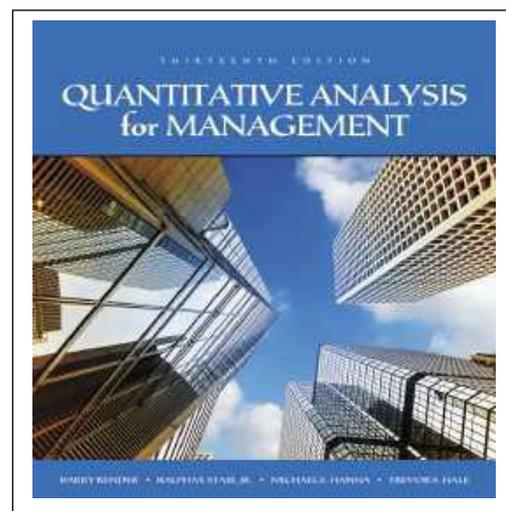
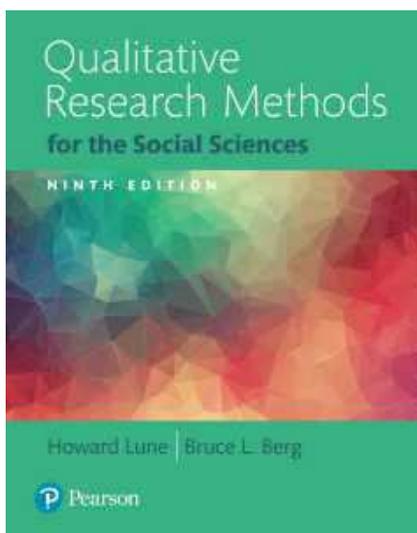
Practice-led MBA & PhD (research route) students who wish to audit any of the courses below must first apply to do so.

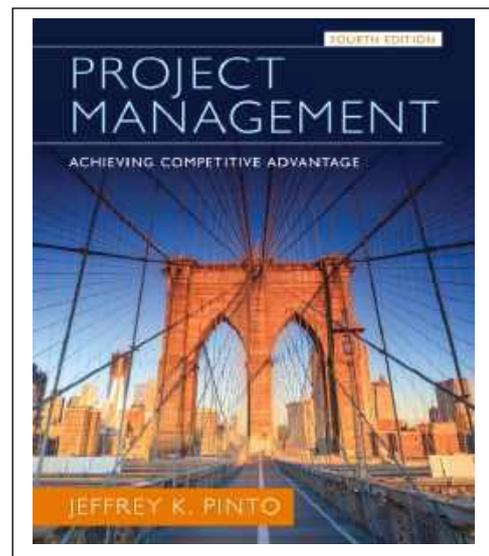
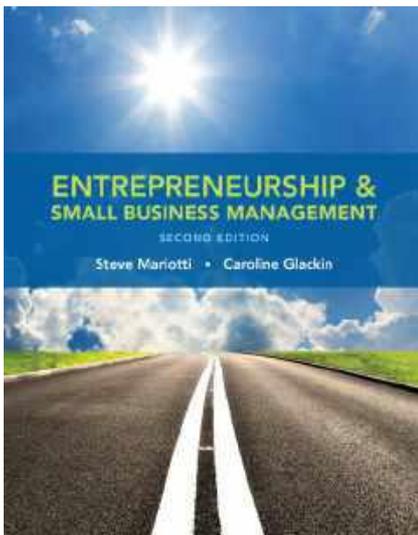
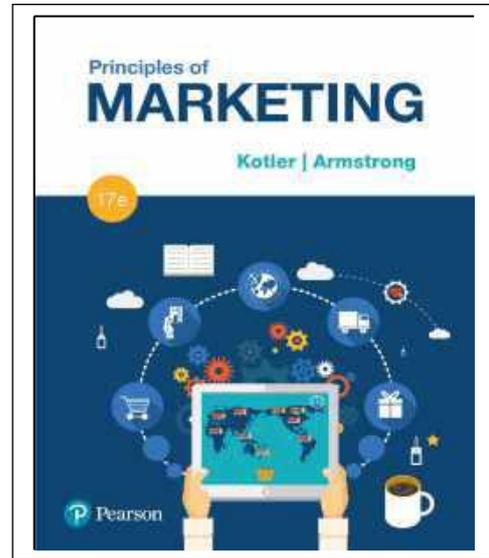
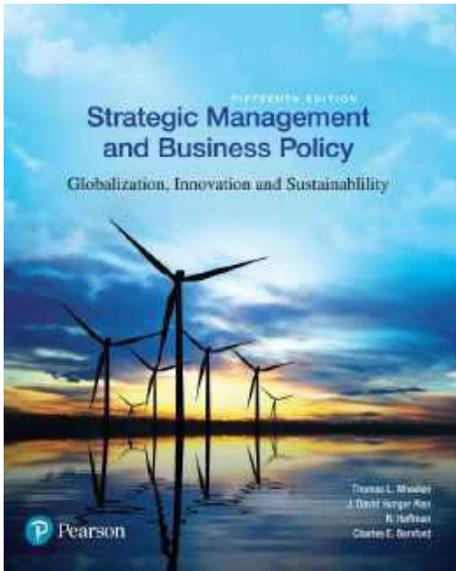
7.0 SAMPLE RECOMMENDED READING MATERIAL

Students who go beyond the recommended text i.e. drawing on other sources will be rewarded.



International Management & Leadership





7.1

PROGRAMMES

Students can choose from three courses offered in TSMR. These are:

- Business
- Management
- Education & Social Science

8.0 HOW COURSES WILL BE ASSESSED

TSMR overall course assessments will be based on coursework and or short test.

The marking and assessment of any student's work will be focused on spotting students' grip and understanding of the course objectives and ability to interpret theory into practice of any module being taught and examined. The grading system is either a Pass or Fail. Any failed coursework will have ONLY one resubmission attempt, which will not be scored above 40 marks.

SCORES	DESCRIPTION
80+	DISTINCTION
75 – 79	EXCELLENT PERFORMANCE
70 – 74	BEST PERFORMANCE
60 – 69	BETTER PERFORMANCE
50 – 59	GOOD PERFORMANCE
40 – 49	PASS
30 – 39	FAIL

9.0 APPLICATION AND ENTRY REQUIREMENTS

ENTRY REQUIREMENTS:

School of Management & Research will only accept those applicants who meet the prescribed requirements into any course. Regrets will be sent to all those people who do not meet the prescribed entry requirements.

HOW TO APPLY:

The prospective applicant is expected to make his/her application by online method following the already prescribed respective course entry requirements.

TSMR will consider applications from applicants who have gained relevant skills through a wide range of vocational and or professional experience and qualifications with a good diploma or Bachelor's Degree not below 2.0

10.0 TUITION FEE PAYMENTS AND REFUND POLICY:

Upon receipt of the acceptance into any TSMR study programme, the tuition fee falls due and the student is expected to promptly pay her/his tuition fee and other related payments within that period of time, otherwise, a special arrangement has to be formally made between the two parties.

TUITION FEE PAYMENT METHOD:

Payment of tuition fee and other fees will be made by online method as follows:

- i. Please enter your credit/debit card details and other details as required.
- ii. A copy of the acknowledgement provided by the institute must be retained by the student as a proof of the payment

Bank details

Account Name: School of Management & Research Limited
Bank name: Barclays Bank Ltd.
1 – 5 St David's Way
Cardiff, UK.
CF10 2DP

Sort Code: 20-45-45.
Account Number: 90890146
IBAN #: GB25 BARC 20454590890146

Please keep a copy of the transfer as you may be asked to provide this.

OR

The prospective student may opt to use a cheque or Bankers Draft. Any one of these methods must be payable to "School of Management & Research". This can be sent or taken to our office at the address stated in your admission letter. Our registry office is open Monday to Friday, from 10.30 am - 4.30 pm.

Please when using any of the above methods for payment, make sure that your name and the student reference number is quoted with each payment to enable us identify you on receipt of such payments.

Tuition fees will be refunded in accordance with the following conditions:

- A) **Withdrawal:** This is defined as the student who gives official notification of his/her intention of withdrawing from SMR after a semester and lectures have been attended. See the schedule and provisions set forth below.
- B) **Dropping courses** is defined as a reduction in course load while remaining enrolled with TSMR.
- C) Some fees are not refundable and they include items like: Application fee, matriculation and new student programme fees.
- D) **NOTE:** If a student leaves TSMR without official notification (dropout), these procedures will not apply. In other words, dropouts are not entitled to refunds.

ACTION AND DATES	TUITION & FEES REFUND
Cancellation prior to the first day of semester/Lectures	100%
Withdrawal/drop prior to the end of the first week	75%
Withdrawal/drop prior to the end of the second week	55%
Withdrawal prior to the end of third week	30%
Withdrawal prior to the end of fourth week	25%
Withdrawal prior to the end of the fifth week	20%
Withdrawal prior to the end of the eighth week	15%
Withdrawal after the eighth week	0%

11.0 THE RELATIONSHIP BETWEEN TSMR AND THE STUDENT

The Relationship between TSMR and Learners is a contractual one and this is being articulated in the following categories:

- a) The application and entry requirements
- b) The payment of tuition fee and refund Policy
- c) The relationship between TSMR and the student and
- d) Completion of the course and awarding of degrees or diploma.

Besides the general institutional governing regulations and policies, a student by means of his/her application and the award of acceptance into the specific study programme, this will bring into sight the contractual obligations on both parties as follows:

- a) TSMR will be obliged to deliver the lectures in the manner as prescribed above. This will be executed with reference to the awarding University Policies and rules.
- b) TSMR will carry out the responsibility of ascertaining the quality and coverage of the breadth and depth of the course being offered at the given term in a specific study programme being pursued by the student.
- c) A student is obliged to pay in full all his/her financial obligations to TSMR within the specified period of time to remain on the programme.
- d) A student once registered into TSMR academic programmes is obliged to attend and consistently follow the lectures and other related assignments
- e) A student is obliged to turn in all the expected coursework and other assignments within the written specified time framework by the concerned Lecturer to remain a student of TSMR.
- f) All the queries concerning examinations, lecture delivery, quality and other related academic matters, must be in writing within the shortest possible time of its occurrence. Such queries must be forwarded to the academic registrar, copied to Director of Studies.
- g) Awarding of grades will strictly follow the prescribed grades in accordance with the governing policies and rules of awarding university in the UK.
- h) A student may withdraw from the programme within the period of not more than two weeks from the date of his/her registration.

12.0 COMPLETION OF THE MBA COURSE AND AWARDING OF DEGREE:

A student will be awarded a diploma/degree upon satisfactory completion of the entire prescribed study programme of which assignments and examinations (where applicable) are all passed in accordance with the awarding University.

A student at his/her expense shall be deferred for another year if it is found that his/her performance in examinations or dissertation is not meeting the expected standard in accordance with standards of the awarding university. Students who have satisfactorily passed their programmes will be invited for their ceremonial award of the related degree in accordance with the awarding University. The graduating student will meet their own travel expenses.

TSMR will assist graduating students (from overseas) with information on suitable hotel accommodation and meals at the awarding University.

13.0

COURSE FEE PAYMENTS

The finance office should be contacted for TSMR fees for 2021 – 2022. All charges on bank transfers & taxes are the sole responsibility of students. Fees subject to upward adjustment without notice.

A student is deemed a potential graduate from his/her postgraduate programme when s/he has received notification of satisfactory completion of all the requirements and passing all assessments.

TSMR reserves the right to make such adjustments to the estimated fee charges above, and other expenses as may be deemed necessary from time to time. The applicant therefore, acknowledges this reservation and agrees to the financial terms and conditions of TSMR by submission or by registration.

All billing information and accounts are carried out in the name of the student, regardless of the source of payment.

Invoices will be mailed ONLY to a named student or authorised person/ organisation/ institution.

ACADEMIC BOARD



Prof. Theophilus Kofi Gokah (PhD) is *President of TSMR* is a Fellow of UK Higher Education Academy and Chartered Management Institute. Prof. Gokah's academic background cuts across Research Methodology, Education Leadership & Management; Sociology; Media & Communication and Human Rights Law.



Jonathan Rees is a Chartered Accountant and a business professional. He is chair of TSMR advisory board. He brings to the council his experience in business and financial management. finance@tsmr.org.uk



Professor Yaw Debrah is an academic. He has taught in Singapore, North America, Ghana and the UK; His background in management and human resource management will be beneficial to the advisory board and TSMR.



Mutale Merrill (MBA, OBE) has many years of experience in management, social & business enterprise and international development consultancy. Her experience on the committee will benefit TSMR greatly



Dr Gameli Tordzro is an academic and an Artist in Residence of the UNESCO Chair on Refugee Integration Through Languages and The Arts (UNESCO RILA) and a Research Associate of The MiDEQHub, at the University of Glasgow.

MANAGEMENT TEAM



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Dr. Esther Ndiweni
(Student Services)



Dr. Fahad Mohammed
Teaching & Learning



Dr. Frankie Asare-Donkoh
International Relations