

Restaurant  
& Hospitality

Skillnet,

# Hospitality Leadership Micro Credential Level 9

Date: December 2025

Duration: 5 months

Delivery: Blended



In partnership with:



This programme is co-funded by the Government of Ireland, the European Union, and network companies.



Rialtas na hÉireann  
Government of Ireland



Co-funded by  
the European Union

[rhskillnet.ie](https://rhskillnet.ie)

# Learning Outcomes

On completion of this programme, participants will have:

1. A greater self awareness and emotional intelligence and enhanced strategic leadership capabilities
2. Enhanced conflict management skills and skills to lead courageous conversations
3. Thorough understanding and appreciation of the importance of financial management for hospitality leaders
4. Established a greater sense of accountability, responsibility and ownership for their own personal development, role modelling behaviours and leadership
5. Established a strong collaborative network of leaders as well as empathy for each other's individual context
6. A deeper understanding of leading change and managing complexity in a VUCA world

## Who is this course for?

This course is designed for leaders and managers working within the restaurant and hospitality industry. It caters to individuals who are currently in management roles or are aspiring to advance into such positions within the restaurant & hospitality sector.

## Entry Requirements

- Entry to the programme is based on the applicant holding a Level 8 degree with a classification of Second Class Honours, and having at least five years' work experience, a minimum of three of which is at managerial level. Standard University RPL regulations apply.
- Each applicant whose first language is not English is required to show evidence of the successful completion of an IELTS or TOEFL test. The English language requirement for this programme is an IELTS or equivalent score of 6.5 and minimum individual sections 6.0.
- Prior workplace learning is recognised where applicants do not meet the academic requirement (a form has to be filled out for this). This experience may come from a general business or organisational background, or experience working at a management level or in the area specifically related to the programme.



# Modules

## Module 1 - Strategic Leadership Essentials

Duration: 3 x 1 day Workshops

This three day module will explore principles of effective leadership and management. It aims to close the gap between management skills and leadership acumen and explores diverse leadership styles and strategies.

1

- Leadership Fundamentals
- Leadership Styles & Models
- Leadership & Organisational Impact
- Employee Engagement & Motivation

2

- Understanding annual and management accounts
- Interpreting the balance sheet, understanding ratios
- Evaluating companies' performance
- Managing cash-flow
  - Financial data in strategic decisions

## Module 2 - Finance for Non-Financial Managers

Duration: 1 x 1 day Workshop

This one day workshop will look at building financial acumen and equip leaders with the essential skills to understand and interpret financial data. It will explore financial concepts, enabling participants to understand how finance impacts every aspect of an organisation.

## Module 3 - Strategic People Management

Duration: 3 x 1 day Workshops

This three day module will enable leaders to adopt a more strategic approach as you learn how to build a culture in your organisation focused on learning, adapting and executing with excellence. The module will enable you to enhance the performance and capabilities of your organisation through your people.

3

- Procedures and principles of strategic people management
- Harnessing the power of your people and building a culture of learning
- Adapting to change and executing with excellence
- Developing and implementing HR strategy
  - Peer coaching team

# Certification

This five-month Hospitality Leadership Micro Credential is designed to address critical skill gaps among current and aspiring leaders in the hospitality sector. Participants will build strategic leadership capabilities, emotional intelligence, financial acumen, and the ability to manage conflict and lead change in complex environments.

Rooted in immersive, practical learning and tailored to the sector's evolving needs, the programme culminates in a 10-credit micro-credential from University College Cork and fosters a strong, collaborative network of leaders committed to personal growth and sector-wide impact.



IMI micro credentials are validated and awarded by UCC, National University of Ireland, at level 9 on the National Framework of Qualifications. IMI has remained focused on building a strategically driven, high-quality executive education organisation. Over the past 15 years, IMI has successfully delivered complex, large-scale customised leadership programmes of similar scope, quality, and strategic importance. This best-in-class team will embody IMI's client-first approach and bring deep expertise in leadership development, enriched by extensive global experience with high-performing organisations.

# Programme Facilitators

## Programme Director & Lead Facilitator: Helen O'Leary

Helen is a recognised leadership and business consultant, mentor, coach, and executive trainer. She works across public and private sectors to develop leadership capability and commercial talent, helping organisations achieve their strategic goals. With 20 years of leadership experience in global luxury hotel brands—including Four Seasons, The Ritz-Carlton, and The Doyle Collection—Helen transitioned to consultancy in 2016. She now supports businesses through advisory, mentoring, coaching, and facilitation, with a focus on high-performing teams and practical problem-solving. Helen lectures at IMI and UCC on leadership and commercial strategy at diploma and master's level.

## Programme Faculty: Nina Noonan

Nina is a highly experienced IMI Programme Director and Facilitator with over 27 years working across public and private sectors. She has led major programmes for organisations such as Alexion, Ornuo, FSAI, and Smurfit Kappa. Nina focuses on making leadership theory practical and delivering real behavioural change. She is a Master Trainer, qualified executive coach, and certified DiSC trainer.

## Assessment

The programme will be marked out of 100% and all assignments must be submitted for assessment. To pass the programme an aggregate pass mark (40%) must be achieved for each module and an overall pass mark of 40% for the programme.

Module 1 Strategic Leadership Essentials  
Written Case Study Analysis 100%

Module 2 Finance for Non-Financial Managers  
No Summative Assessment

Module 3 Strategic People Management  
Written Case Study Analysis 100%



# Programme Details

## Dates:

16th Dec 2025 - Programme Induction  
15th Jan 2026 - Strategic Leadership  
16th Jan 2026 - Strategic Leadership  
27th Jan 2026 - Strategic Leadership  
17th Feb 2026 - Finance for Non Financial Managers  
18th Feb 2026 - Strategic Teams HRM  
31st March 2026 - Strategic Teams  
1st April 2026 - Strategic Teams & Capstone Closing Session

## Location:

Virtual  
Irish Management Institute, Sandyford  
Irish Management Institute, Sandyford  
Virtual  
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## Programme Costs

Member: €625 per person  
Non-member: €950 per person

## How to apply

Email [info@rhskillnet.ie](mailto:info@rhskillnet.ie) to complete application form

\*Participants must meet minimum requirements outlined above



# Irish Hospitality Institute

## Membership

### GRADUATES OF THE HOSPITALITY LEADERSHIP PROGRAMME WILL BE ELIGIBLE FOR ONE-YEAR COMPLIMENTARY IHI MEMBERSHIP

Since its inception, the Irish Hospitality Institute has actively supported the career development of its members by offering conferences, seminars, networking opportunities, and various management development initiatives.

Our mission is to foster the career growth of individuals in the hospitality industry by offering valuable insights, mentoring, networking opportunities, events, and by celebrating excellence throughout the sector.

#### Benefits of Joining

- Professional Recognition: Highlight your commitment to excellence.
- Post-Nominals: Use designations like GMIHI, to showcase your expertise.
- Exclusive Learning: Access webinars and seminars with industry leaders, trends, and insights.
- Training Programmes: Build your skills with tailored training in management, service, and operations.
- Bi-Monthly E-Zine: Stay updated with industry news, trends, and member insights every two months with The HNN.
- Networking Events: Connect with peers through exclusive monthly social and professional gatherings.

\*Annual IHI Membership valued at €180.00

\*IHI Membership will be offered upon graduation

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 [info@ihl.ie](mailto:info@ihl.ie)



# Restaurant & Hospitality

## Skillnet

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Restaurant & Hospitality Skillnet is co-funded by Skillnet Ireland and network companies. Skillnet Ireland is funded from the National Training Fund and the European Union through the Department of Further and Higher Education, Research, Innovation and Science.



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