

Postgraduate Programmes



**LEAD.
LEARN.
UPSKILL WITH
PURPOSE.**

**Flexible Pathways,
Real World Outcomes.**

Welcome to IAL

Empowering Change through Lifelong Learning

The Institute for Adult Learning (IAL) is an autonomous institute of Singapore University of Social Sciences (SUSS). As the National Centre of Excellence for Adult Learning, IAL seeks to raise the quality of Training and Adult Education (TAE) in Singapore through continuous education, and in collaboration with Institutes of Higher Learning and training providers.

IAL conducts research to inform policy and practice in continuous education, and facilitates the translation of such research into methods, resources, and tools for adoption and scaling across the TAE ecosystem.

It also supports the National Centre of Excellence for Workplace Learning (NACE) network through the NACE@IAL, by advancing the theory and practice of workplace learning, and drives innovation and technology for the TAE sector.

IAL's postgraduate programmes are designed for forward-thinking professionals ready to lead across disciplines, foster innovation, and transform organisations.

Step up now - be the catalyst shaping the future of work and leadership!





Your Guide to What's Inside

Navigate Your Learning Journey

Our programmes are designed with the adult learner in mind: flexible, practice-oriented, and industry-relevant. Whether you're deepening your expertise or leading learning at scale, IAL is your partner in growth.

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Why Postgraduate Studies?

With technology and AI transforming the way we work, the ability to innovate, adapt, and lead change has never been more important.

IAL's postgraduate programmes are designed for working professionals, offering flexible pathways to advance your skills while you continue to grow in your career.

Future-Proof Your Career



34%

of respondents in the Early Careers Survey 2025 are eyeing postgraduate degrees for career progression and deepening expertise.



63.7%

of Singapore's workforce are PMETs requiring advanced skills, per MOM Labour Force Report 2024.

**Master in
Boundary-Crossing
Learning and
Leadership equips
you to shape the
future of learning —
empowering you to
empower others.**

Postgraduate study at IAL equips you to:



Gain cutting-edge knowledge in leadership and workplace innovation.



Signal your readiness for leadership and consulting roles.



Lead meaningful transformation in your organisation.



Alumni Spotlight

Kevin's journey with the Master in Boundary-Crossing Learning and Leadership (MBX) was enabled by the programme's flexible, stackable structure, which allowed him to balance studies with professional responsibilities while celebrating incremental progress along the way.

Through the Adult Learning track, Kevin gained skills in integrative thinking, adaptive leadership and reflective practice to design impactful programmes, drive change and build collaboration.

Today, as Assistant Director at the Ministry of Health*, Kevin draws on his learning to lead initiatives that drive meaningful, real-world impact.

*The information is accurate as at 15 August 2025.

“

The MBX's focus on practical and cross-boundary learning enhanced both my personal growth and leadership.

By integrating diverse perspectives and knowledge, I was able to foster a more innovative and collaborative team culture, driving performance improvements and enhancing overall productivity.”

Kevin Gerard
Master in Boundary-Crossing
Learning and Leadership (MBX)



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full article



Are you ready to take the next step? 

Master in Boundary-Crossing Learning and Leadership (MBX)



Lead Change Across Roles, Teams, and Sectors

The Master in Boundary-Crossing Learning and Leadership (MBX) is a **60-credit, modular programme** that consists of four Graduate Certificates. This programme is designed to be **flexible and stackable**, enabling you to complete two core certificates and two elective certificates aligned with your interests, forming either the Learning, Innovation and Enterprise Leadership Track or the Adult Learning Track.

Over the course of two years, you will gain the ability to **anticipate changes, assess their implications, and design interventions** to keep organisations relevant and competitive.

Core Compulsory Courses (Total 30 CU)

Graduate Certificate in Leading Learning, Innovation and Change Across Boundaries

- ▶ Problematising Learning, Innovation and Change Across Boundaries
- ▶ Leading Innovation and Change Across Boundaries
- ▶ Designing Change Across Boundaries



Graduate Certificate in Implementing and Evaluating Innovation, Change and Learning

- ▶ Implementing Cross Boundary Change
- ▶ Leader as Change Agent

Graduate Certificate in Designing Learning and Innovation

- ▶ Pedagogies for Learning and Innovation
- ▶ Organisations as Complex Environments and Change
- ▶ Supporting Development

Learning, Innovation and Enterprise Leadership (Total 60 CU)

Graduate Certificate in Innovative Approaches to Adult Learning

- ▶ Adult Learning, Learners and Their Contexts
- ▶ Innovative Design, Facilitation and Assessment of Learning
- ▶ Integrating Technology and Workplace Learning

Elective Adult Learning (Total 60 CU)

Why Mid-Career Professionals Choose MBX

A Flexible, Practical Pathway to Leadership

Advance your expertise without pausing your career. Apply new knowledge directly in your workplace as you learn, guided by seasoned industry mentors and supported by a diverse network of cross-sector peers.

Through project-based learning, you will tackle real-world challenges, translating insights into meaningful impact.



Five Elective Courses

Learning, Innovation and Leadership Track (Total 30 CU)

Graduate Certificate in Organisational Innovation and Change

- ▶ Innovation for Enhancing Work, Services and Products
- ▶ Using Data to Support Organisation Change
- ▶ Planning for Sustainable Change



Five Elective Courses

Designing Learning Track (Total 30 CU)

Graduate Certificate in Designing Learning For Programmes

- ▶ Understanding and Analysing Learning Needs
- ▶ Future-oriented Learning Design
- ▶ Quality and Evaluation in Different Contexts



Master in Boundary-Crossing Learning and Leadership

Build your future career, one credential at a time, with MBX.

Alumni Spotlight

With a career spanning sales, marketing, and leadership development, Rae-Ann's work in sales enablement and personal mastery highlights the importance of cross-functional skills.

Inspired by IAL's role in lifelong learning, she pursued the MBX during her sabbatical, drawn to its immersive, future-ready modules.

Her journey today reflects a commitment to growth and leadership with diverse peers in a world shaped by global change and Generative AI.



“

I found the MBX programme especially valuable for its balance of theory and practice—translating evolving themes in learning and innovation into actionable strategies for driving transformation.

The classes sparked dialogue, challenged assumptions, and encouraged reflection, while the rich exchanges with peers created a strong network for cross-boundary ideation. With GenAI reshaping the way we work, MBX's emphasis on human insights and collaboration continues to shape my L&OD priorities and personal growth. ”

Rae-Ann Foo Kavanagh
Master in Boundary-Crossing
Learning and Leadership
(MBX)



Graduate Diploma in Adult Learning (GDALL)

Sharpen Your Practice. Design Learning for Adults.



The Graduate Diploma in Adult Learning (GDALL) is a 30-credit, part-time programme that consists of two Graduate Certificates.

This programme is designed to be stackable into the Master in Boundary-Crossing Learning and Leadership (MBX) and equips you with both the theoretical knowledge and practical tools necessary to design, deliver, and continuously improve adult learning.

Over the course of one year, you will gain a thorough understanding of how adults learn and maintain their motivation, develop the skills to create engaging and effective learning experiences, integrate technology into training, and conduct needs analyses as well as evaluate the quality of training programmes.



Graduate Certificate in Innovative Approaches to Adult Learning

- ▶ Adult Learning, Learners and Their Contexts
- ▶ Innovative Design, Facilitation and Assessment of Learning
- ▶ Integrating Technology and Workplace Learning



Graduate Certificate in Designing Learning for Programmes

- ▶ Understanding and Analysing Learning Needs
- ▶ Future-oriented Learning Design
- ▶ Quality and Evaluation in Different Contexts

Graduate Diploma in Adult Learning

Graduate Certificates: Learn Your Way

Stand-Alone or Stackable — Your Choice

Our Graduate Certificates cover a wide spectrum of advanced topics



Graduate Certificate in Leading Learning, Innovation and Change Across Boundaries

Learn to champion learning initiatives beyond organisational silos, drive innovation, and lead change effectively across different teams or sectors.



Graduate Certificate in Implementing and Evaluating Innovation, Change and Learning

Develop practical skills to execute change projects and assess the impact of learning and innovation initiatives.



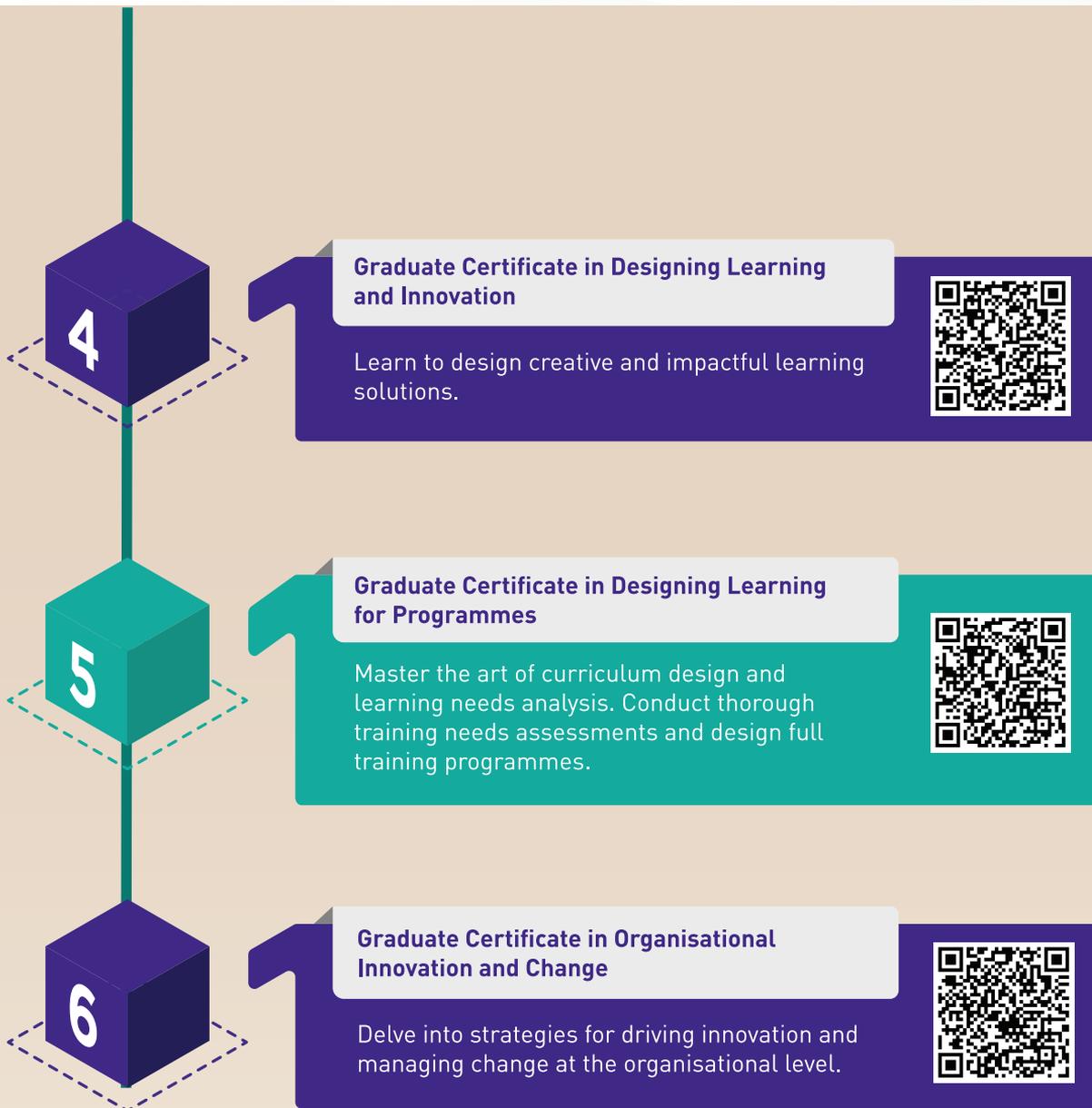
Graduate Certificate in Innovative Approaches to Adult Learning

Dive into contemporary theories of adult learning and emerging pedagogical techniques.



Each 15-credit Graduate Certificate is a **standalone qualification that's modular, flexible, and practice-based.**

Completed within a semester (12 weeks), each certificate **consists of 2 to 3 courses and can be stacked toward the MBX or GDALL.** Learners have up to 2 years to complete each certificate, offering ample flexibility to pace their learning.





Learn to diagnose,
co-create, and
drive real learning
impact at work.

WSQ Graduate Diploma in Workplace Learning (GDWPL)

Turn Your Workplace into a Learning Space



WSQ GDWPL prepares you to create and deliver learning initiatives specifically tailored for the workplace environment.

During the programme, you will master the use of IAL's **DOCIE (Diagnosis & Outline, Co-Creation, Implementation, Evaluation) framework** to support **employee development** and enhance **organisational performance** through strategic learning solutions. Upon completion of the programme, you will be issued with a WSQ certification.

The entire course requires a 6-month commitment. **Be the catalyst your workplace needs to stay ahead.**

Course reference number: TGS2024045336



The WSQ GDWPL exceeded my expectations. Its practical, evidence-based approach helped me design impactful interventions and align learning with business goals.

Real-world projects drove measurable improvements, and I gained valuable connections and deeper insights into adult learning.

Magdalene Yang
WSQ GDWPL Programme



TIP

Completion of the programme provides an opportunity to collaborate with IAL as a Workplace Consultant* —a valuable pathway for those seeking to contribute further to workplace learning initiatives.

*Subject to interview and approval.

Let's Get You Started

Admission Made Simple

Start your journey with ease by following these simple steps:

1 Check your eligibility

Review the entry requirements for your chosen programme.



2 Prepare your documents

Have your CV, academic transcripts, and statement of purpose ready.



3 Submit your application online

Admission is contingent upon review and approval.¹



Need guidance?

Our programme advisors are here to help.

¹For details, <https://www.suss.edu.sg/admissions/application-process/how-to-apply/graduate-application-guide>

Programme Summary

You don't have to figure it out alone. Let's chart your path together.



Jan / Jul Semester

Duration: 2 Years
Max Candidature: 4 Years

Master in Boundary-Crossing Learning and Leadership (MBX)

- ▶ 11 Courses
(2 Core Compulsory Graduate Certificates + 2 Elective Graduate Certificates)



Jan / Jul Semester

Duration: 1 Year
Max Candidature: 2 Years

Graduate Diploma in Adult Learning (GDALL)

6 Courses:

- ▶ Adult Learning, Learners and Their Contexts
- ▶ Innovative Design, Facilitation and Assessment of Learning
- ▶ Integrating Technology and Workplace Learning
- ▶ Understanding and Analysing Learning Needs
- ▶ Future-oriented Learning Design
- ▶ Quality and Evaluation in Different Contexts

Stackable
to MBX

Entry Requirements

- ▶ Bachelor's degree or equivalent from a recognised institution
- ▶ Minimum 2 years of work experience
- ▶ Submit full CV detailing work history
- ▶ Submit 1-page personal statement (Word Doc) explaining interest and reasons for choosing the programme

Varies (Visit IAL website for actual date)

Duration: 6 Months



WSQ Graduate Diploma in Workplace Learning (GDWPL)

5 Courses:

- ▶ Uncovering Organisational Insights
- ▶ Driving Organisational Success through Change Management
- ▶ Organisational Strategy with Skills Framework
- ▶ Developing Learning Strategy for Business Excellence
- ▶ Strategic Quality Assurance Management

Entry Requirements

- ▶ Bachelor's degree or equivalent professional qualifications AND
- ▶ At least 5 years of TAE/L&D working experience OR
- ▶ At least 10 years of working experience with appropriate subject matter specialisation and industry experience

Duration: 12 Weeks

Max Candidature: 2 Years

Jan / Jul Semester



Graduate Certificate in Leading Learning, Innovation and Change Across Boundaries

3 Courses:

- ▶ Problematising Learning, Innovation and Change Across Boundaries
- ▶ Leading Innovation and Change Across Boundaries
- ▶ Designing Change Across Boundaries

Core
Stackable to MBX
(Compulsory GC)



Graduate Certificate in Implementing and Evaluating Innovation, Change and Learning

2 Courses:

- ▶ Implementing Cross Boundary Change
- ▶ Leader as Change Agent

Core
Stackable to MBX
(Compulsory GC)



Graduate Certificate in Designing Learning and Innovation

3 Courses:

- ▶ Pedagogies for Learning and Innovation
- ▶ Organisations as Complex Environments and Change
- ▶ Supporting Development

Elective
Stackable to MBX
(Learning, Innovation and Enterprise Leadership Track)



Graduate Certificate in Organisational Innovation and Change

3 Courses:

- ▶ Innovation for Enhancing Work, Services and Products
- ▶ Using Data to Support Organisation Change
- ▶ Planning for Sustainable Change

Elective
Stackable to MBX
(Learning, Innovation and Enterprise Leadership Track)



Graduate Certificate in Innovative Approaches to Adult Learning

3 Courses:

- ▶ Adult Learning, Learners and Their Contexts
- ▶ Innovative Design, Facilitation and Assessment of Learning
- ▶ Integrating Technology and Workplace Learning

Elective
Stackable to MBX
(Adult Learning Track)



Graduate Certificate in Designing Learning for Programmes

3 Courses:

- ▶ Understanding and Analysing Learning Needs
- ▶ Future-oriented Learning Design
- ▶ Quality and Evaluation in Different Contexts

Elective
Stackable to MBX
(Adult Learning Track)

Entry Requirements

- ▶ Bachelor's degree or equivalent from a recognised institution
- ▶ Minimum 2 years of work experience
- ▶ Submit full CV detailing work history
- ▶ Submit 1-page personal statement (Word Doc) explaining interest and reasons for choosing the programme

The future belongs to those who invest in learning.

IAL is here to help you lead with confidence and capability.

**Keen to learn more about
our programmes and initiatives?**



Get in touch with us



www.ial.edu.sg



AskIAL@ial.edu.sg



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t.me/learn_IAL



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