



### WHAT DOES THIS POSTER SHOW?

- The profiles of an excellent professional from the perspective of professionals in four different fields.
- As part of my PhD research, an educational roadmap for the development of appropriate pedagogy within honours programmes of Dutch Universities in order to best prepare students to become our future excellent professionals, with emphasis placed on International Business and Management Studies (IBMS).

### METHODS

- A focus group design of experienced professionals in three focus groups per profession was conducted. Each focus group included 5 to 9 participants based on snow-ball sampling.
- A Delphi-method was used to come to consensus of the content of profiles. Based on a digital survey instrument including the concept profiles, consensus was reached within domains and items in the concept profiles. In each profession, two Delphi-rounds with 15 to 29 experts were performed. Content Validity Ratio's (CVR's) were calculated on item and domain level, based on a three-point-scale. Only items and domains scoring positive CVR's could take place in the profile (> 50% of the experts scored the item or domain as 'essential' instead of 'important, but not essential' or 'not essential'). (completed)
- Based on a systematic literature review and surveys among students and teachers within honours programmes of Dutch Universities of Applied Science, the dimensions of honours teaching will be tested from both the teachers and students perspective. Similarities and differences between IBMS and other programmes will be identified. In order to develop the appropriate pedagogy and intervention strategy for IBMS, the Profile of an Excellent International Business Professional will be tested among students and teachers of International Business and Management Schools of Universities in the Netherlands.

### RESULTS

The four profiles describe the qualities, characteristics and behaviors typical of an excellent professional in the field of Allied Health Care, International Business, Sports, and Information- Communication Technology.

The profiles are based on the assumption that the professional already possesses the required basic skills, knowledge and attitudes.



### RESEARCH GROUP

#### Research Center Talent development in Higher Education and Society

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