oes learning solutions

How do you bring a deeply human leadership skill online without losing rigor or impact?

Business Education, Built for What Comes Next

Asstudent expectationsevolve, business schoolsare nding new ways todeliverhigh-qualitylearning.Theseexamples show how OES helps turn ambitious ideas into practical, excellent learning experiences.

From Concept to Cohort
Elevating coaching education at Michigan Ross

Working closely with Michigan Ross faculty, OES created an online MBA course that moved students beyond coaching and mentoring theory to authentic practice, feedback, and real-world application.

From faculty vision to applied learning

Together, the teams developed a six-module experience following three stages of an authentic coaching relationship:

Connect
Build trust and establish strong coaching foundations.

Elevate
Develop more purposeful conversations and feedback skills.

Unlock
Apply coaching techniques that support growth and behavioral change.

Live classes introduced theory. Asynchronous activities then gave students structured opportunities to apply what they had learned.

Learning by doing

The experience included:

- Recorded shbowl activities in which students worked as coach, coachee, and observer
- Realistic cases requiring students to analyze and improve coaching conversations
- Individual re ection that connected theory with personal practice
- 13 learning videos, including nine professionally acted coaching scenarios

These elements enabled students to develop and demonstrate coaching capability, rather than simply describe it.

A stronger model for online leadership education

The course was subsequently selected to be showcased to other Ross faculty as an example of online course development and to encourage further faculty participation in the Online MBA.

Digitizing World-Class Executive Education Through Learner-First Online Learning

Bringing the Oxford experience online without compromising prestige, rigor or learner connection.

The Challenge

OxfordSaïdBusiness School needed to digitize its agship MBA and EMBA learning experience at pace while preserving the discussion-rich, high-touch model expected of one of the world's leading executive education providers. With cohort launches approaching, the School also had to balance asynchronous and synchronous learning across global time zones without compromising academic integrity, learner connection or its distinctive intellectual community.

The Approach

OES partnered with Oxford Saïd to redesign more than 25 executive courses through phased delivery, close faculty collaboration and disciplined review.

- **Phased delivery waves** aligned course readiness with academic milestones, enabling priority MBA and EMBA courses to launch progressively between September 2020 and March 2021.
- **Bespoke online learning design** combined multimedia, interactive modules, auto-graded assessment and live touchpoints, with quality assurance embedded before release in Canvas.
- **Executive learner focus** ensured exibility, clarity and con dence for busy global participants, preserving opportunities for rich dialogue and faculty-student interaction across time zones.
- **Agile collaboration** supported rapid build, review and re nement with faculty teams through focused sprint cycles, regular workshops, transparent updates and streamlined sign-o .
- **Accessible, mobile-responsive delivery** created a consistent experience across the portfolio, with responsiveness and WCAG 2.0 AA-aligned checks integrated throughout development.

The Results

- **Prestige preserved:** The digital portfolio retained the rigor, identity and distinctive character of the Oxford Saïd experience.
- **Milestones met:** More than 25 full course builds were completed between September 2020 and March 2021.
- **Flexible learning:** Learners bene ted from a seamless blended model that expanded access and scale.
- **Faculty capability:** Faculty built con dence in online pedagogy, strengthening the School's digital education leadership.

From Audit Function to Strategic Partner: Developing Leadership Learning for Gies

Preparing future audit leaders to turn assurance into organizational value.

The Challenge

Gies College ofBusiness wanted a graduate-level course that would take internal audit education beyond technical procedures. Designed for iMBA and iMSA students (many of whom were balancing study with demanding careers) the course needed to combine academic rigor with immediate professional relevance.

The Approach

OES transformed Gies faculty expertise into an applied online course built around the realities of internal audit leadership.

- **Eight progressive modules** from audit foundations to value creation.
- **Canvas and Coursera delivery** blended asynchronous learning with live faculty engagement.
- **Real-world cases and simulations** that put audit concepts into practice.
- **Sca olded assessments** developing skills across risk analysis, planning, execution and reporting.
- **A culminating audit project** presented for an executive-level audience.

The Results

Thecompleted course was exceptionally well received by Gies. It delivered a rigorous, exible and professionally relevant learning experience that connected internal audit knowledge with real-world leadership, and created immediate organizational value.

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