

Academic Collaboration opportunity

HRO LINKS BUSINESS PROJECTS

Partner with LSE MSc Human Resources and Organisations (HRO) students through an applied research project.

PROGRAMME OVERVIEW

HRO is a challenging one-year programme designed to prepare students for outstanding careers in people management and human resources. As part of their programme dissertation, students undertake an in-depth research project for industry.

Grounded in LSE's critical and analytical approach, HRO Links bridges theory and practice. Students research a Sponsor-provided topic using a case study approach, gather and analyse data, and produce a business presentation for project Sponsors alongside their academic dissertation for LSE.

Applied research

Explore an important organisational challenge.

Student insight

Gain high quality research and analysis plus fresh perspectives.

Practical outputs

Receive evidence-based recommendations and a final presentation.

Project features

1 – 2

students per project

Feb - Aug

7 months project duration

3

Student deliverables

1. Sponsor / Business live presentation illustrating key research findings
2. Short 3-page business report
3. MSc dissertation submitted to LSE Faculty (Sponsors can request a copy)

Previous projects & sponsor testimonials

Examples of previous projects

- Creation of a pay transparency culture – global tech company
- The global business case for mental health and wellbeing in the workplace – non-profit organisation
- Embracing a paradigm shift: Cultivating a digital-first mindset in the HR process – Operations and logistics company

“The LSE students have given us invaluable insight into the professional landscape and how we can better serve our service users. Professional, polite, and highly organised, they’ve been a joy to work with and will be a real asset to any professional workforce.”

TST, 2026

“I am in awe of the student's ability to deliver against the brief they were given. They were not afraid to challenge existing practices and both the students and Sage came out of the project knowing more than they did at the beginning.”

Peter de Norville, Global Head of DEI
and Wellbeing at Sage, 2024

“The students brought a great outside-in view to the project by applying both their academic frameworks and their own experiences with other companies and cultures.”

ABB, 2023

“We believe it is important to base our learning content on good research so this project has supported our content development, with the credibility of the name of LSE.”

LIW, 2023

PROJECT TIMELINE

Timeline 2026-27



As the project is part of students' curriculum, it is important that Sponsors can commit to this timeline.

HOW IT WORKS

Process and next steps

1**Submit**

Sponsors submit project proposals to the LSE Employer Relations Manager for Faculty review.

2**Match**

One to two students are selected and assigned by Faculty to each approved project.

3**Research & project work**

Students work on the project between February and August.

4**Present**

Students present the outcomes via a live business presentation and submit a short report to the Sponsor. Sponsors can request a copy of the slides and their academic dissertation.

5**Evaluate**

Sponsors complete an evaluation form on the students' performance and Sponsor experience.

Clear expectations, independent student ownership and regular Sponsor access support a successful project.

SPONSOR GUIDANCE

What makes a successful project?

Choose an important, but not urgent challenge

Set clear, realistic goals that allow students to achieve depth and independence of analysis.

Facilitate access to quality data

It is crucial to provide appropriate company data or access to representative stakeholders and interviewees for students to provide high-quality analysis.

A dedicated project supervisor

A consistent point of contact who can guide and support students through maintained communication.

An open mind

Be open to ideas or directions suggested by students! Projects may take different paths than expected and that is the beauty of the collaboration – unlocking fresh perspectives and insights.

KEY PRINCIPLE

The strongest projects balance a clearly defined organisational question with realistic data access and scope.

FAQs

Do Sponsors need to supply company data? It is ideal if Sponsors are willing to either (a) provide access to company data (even if in a disguised format) or (b) provide access to representative customers from whom data may be elicited (or very closely guide the selection of the same). This is to ensure that the quality of the “data” (on the basis of which the student teams would be making their recommendations) is reasonably high.

What makes a successful project? The best topics for a business project offered as part of curriculum are those that are **important but not urgent**. Students need to follow and meet academic deadlines for their project. A team of students with access to LSE’s resources and academic supervision can achieve sufficient depth and independence of analysis to kick-start debate and further action such as a framework for future business models or an initial plan. Successful projects set **clear and realistic goals** and importantly, **facilitate students’ access to necessary data**. Students may have a limited network for industry interviews - you will need to facilitate connections or contacts for students to conduct research and analyse findings. Students are also expected to work with current stakeholders rather than gain new stakeholders for Sponsors. Students follow LSE’s Research Ethics and are not allowed to undertake ‘undercover’ research.

Are there costs for Sponsors? There is no charge to organisations for sponsoring a project. Students do not receive pay for the project nor do they have any budget provided by LSE. They may need to travel for kick-off meetings or the final presentation so we recommend keeping this to a limited number and offer hybrid options. Whilst infrequent travel within London is to be expected, Sponsors should cover the cost of exceptional travel such as trains to locations outside London. If more expensively produced reports are needed or for a larger quantity of contacts, we ask Sponsors to cover the cost of production (e.g. printing).

How can we protect company or sensitive information? We can provide a Non-Disclosure Agreement for Sponsors, the students and the relevant Faculty Supervisor to sign. Alternatively, Sponsors can provide their own organisation’s agreement for the students and Faculty Supervisor to sign.

FAQs

How can I best support students as a Sponsor? Students should take responsibility for leading, planning and executing their project as this is essential to their development. Sponsors should clearly define the problem to investigate and be open to students' suggestions on how to find the answers/solutions. It is crucial that Sponsors support students in gaining access to data (e.g. provide access to necessary internal data and interviewees). Sponsors' feedback on students' work and presentation throughout the experience will be highly valuable for their professional and personal development.

How regularly should we meet with students? Whilst we expect students to work independently on their project, Sponsors should be flexible and understand students' academic deadlines and pressures. The ideal amount of contact depends on the project and Sponsor. Typically, students meet their Sponsor fortnightly, then more regularly at key times such as at the start and finalising of projects. We suggest establishing a structure in the project kick-off meeting with students.

Are we expected to have any contact with their Faculty Supervisor? Faculty Supervisors mainly support students on the research and academic elements of the project (or dissertation) so Sponsors do not need to have regular contact with them. However, the Employer Relations Manager can connect Sponsors with Faculty Supervisors for any issues or discussions required.

Do students need to have the ability to work in the UK in order to work on our project? Students are not employed during the project. The project is a part of their curriculum and therefore covered under the provisions of their student visas. The project does not constitute an internship either.

Ready to propose a project? Email
dom.employers@lse.ac.uk