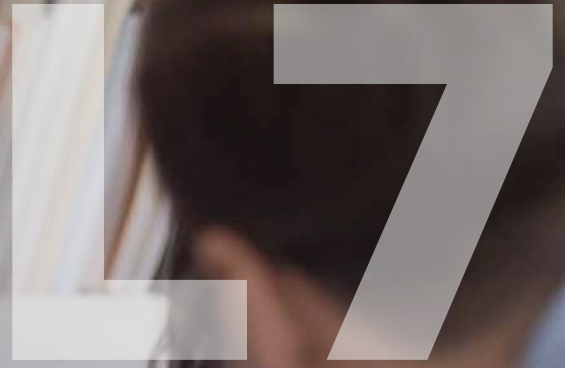


The logo for the University of Sussex, featuring the letters 'US' in a stylized, serif font.

UNIVERSITY  
OF SUSSEX

A large, white, stylized number '7' that is semi-transparent, overlaid on the background image of a woman smiling in a library.

## Level 7

Leadership and Management

# Senior Leader Programme

This course is designed for any individual moving into or working within a senior or strategic management role. Responsibilities of a strategic leader with senior management responsibility, may include formal governance/director responsibilities. Responsibilities for setting strategy, direction and vision, for providing a clear sense of purpose and driving strategic intent. This may include General Managers, Senior Managers, Section Leaders, Executives, Directors, COO, CFO, CEO, CIO roles.



Education & Skill  
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Apprenticeships



KnowledgeBrief®

Duration:

**18 - 21 months**

## What's involved?

Split into 4 parts, each containing multiple learning cycles. These learning cycles focus on a key area for growth and each builds on previous cycles to compound the learning and allow for reflection on the implementation in real-life settings and the impacts of this.

	Part 1 Being a leader in your business	Part 2 Leading people	Part 3 Using data to inform on process and strategy	Part 4 Leading successful change
Introductory Learning Cycle	Key knowledge and study skills.			
Study Units		<b>Study Unit 701</b> Strategic Leadership.		<b>Study Unit 705</b> Leading Strategic Change.
Learning Cycle 1	Your leadership style in context.	Leading and influencing.	Finance and governance.	Relationship and reputation management.
Learning Cycle 2	Your organisational culture and leadership's impact.	People management.	Decision making and data.	Leading change.
Learning Cycle 3	Creating your strategy.	Shaping communication.	Continuous process improvement.	Project and risk management.
Training Days	x 2	x 2	x 2	x 2
Reviews	Starting point tripartite meeting. Tripartite review meeting. Monthly progress reviews.	2 x Tripartite review meeting. Monthly progress reviews.	2 x Tripartite review meeting. Monthly progress reviews.	Tripartite review meeting. Monthly progress reviews. Gateway tripartite review.
EPA preparation	End of part knowledge test and professional discussion.	End of part knowledge test and professional discussion.	End of part knowledge test and professional discussion.	End of part knowledge test and professional discussion. EPA preparation training session.

**20% off the job study per month**, inclusive of the above elements and online learning through our cutting-edge eLearning platform, KBPro®, is required. All learning is flexible to suit a learner's business priorities.

## Core elements of your programme



### Techniques and Insight Questions

Techniques are a distilled set of information on a specific element of business, delivering key information about the topic in a simple and consistent format. With learning being made directly relevant and applicable to the business.

Each Technique culminates in a short written piece where the learner supplies an Insight Answer - contemplating the possibility for implementation of the Technique and related impacts on their role, team and organisation.



### Training Days and Webinars

Designed to increase cross industry collaboration, interdepartmental experience sharing and building team cohesion. These impactful sessions supply an opportunity for learners to discuss cutting-edge research and best practices.

Sessions are available across a broad range of subjects, including: emotional intelligence, values based leadership, project scoping, delegating, time management and many more.



### Study Units

Embedded within the Apprenticeship programme is a Chartered Management Institute Certificate in Management and Leadership.



### Work Based Evidence

A proportion of your time commitment is made up from live project work directly applied from your job role for example: meetings, interviews, projects, presentations etc.

## What you will learn

### Part 1 | Being a leader in your business

- Position your improvement approach based on your desired organisational culture, whilst taking into account how the organisation is positioned within the wider business landscape.
- You will suggest where you want your management and leadership skills to be at the end of this programme, and plan a development journey that meets these needs whilst keeping your organisation's strategic objectives and growth in mind.

### Part 2 | Leading people

- Look at human resource-based theories of strategy and how you can attract the right talent and grow internal talent to create a truly high-performing and diverse workforce.
- Communicating customer driven strategies, research cognitive biases, and analyse core communication theories to understand the best approach to shaping your communication strategy

### Part 3 | Using data to inform on process and strategy

- Appropriate tools and skills to make effective decisions based on the information you have at hand and will link this with the effective use of the high-performing workforce capabilities you have cultivated to create continuous and targeted improvement across the business.

### Part 4 | Leading successful change

- Understand how trust and reputation management, both for the management team and the broader businesses will be instrumental in ensuring successful change.
- You will critically analyse and implement change models to understand the best approach for you, and pair these skills with models for successful project management and techniques for dealing with and mitigating risk.

## How are you assessed?

Once the programme is complete, you will be assessed through the End Point Assessment (EPA) by an independent, accredited

### Strategic business proposal, presentation with questioning

A strategic proposal is agreed between the learner, their organisation and the End Point Assessment Organisation. This is completed over an agreed timeframe, of up to 12 weeks, and then presented to the assessors on the live assessment date. Assessors then probe into the proposal during a question and answer session. This can be delivered either online via video conferencing, or face to face.

### Professional discussion underpinned by a portfolio of evidence

A discussion of the continuing professional development and portfolio completed during the programme.

Evidence of this will have been submitted ahead of time.

Fail, pass or distinction for each method, combined for final score

What you will achieve

- **Certificate in Strategic Leadership and Management**
- **Level 7 Senior Leader Apprenticeship Certificate**
- **CMI Chartered Fellow Status**

## Our learners tell us:

“I recommend anyone who is in a management or leadership role to take the course. It’s both challenging and rewarding and can only augment your existing knowledge and skills. You will grow as a leader if you take this course.”




**Wesley Maguire**, Agile IT Director, at JPI Media Ltd.



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