



Level 7

Senior Leader



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FAQs

Q: Who is the qualification for?

A: Those who work in varied environments including in an office, onsite, or remotely demonstrate a high level of flexibility and adaptability to meet the needs of the organisation. In their daily work, an employee in this occupation interacts with internal stakeholders such as members of their team, other senior leaders or managers, support services (for example: finance, marketing, HR) and project groups.

Q: Is it part of an apprenticeship standard or initiative?

A: ST0480 – Senior Leader

Q: What does the qualification cover?

A: This qualification allows candidates to learn, develop and practice the skills required for employment and a career as Senior Leader for their organisation with wide-ranging networks typically involving customers or clients, supply chains and statutory/regulatory bodies as mapped out to the institute of apprenticeships standards.

Q: What is a Level 7 Senior Leader Apprenticeship?

A: It's a work-based program combining on-the-job training with classroom learning, equipping you with skills to achieve the core objectives that are aligned with the overall strategic objectives of the organisation.

Q: What opportunities for progression are there?

A: This standard gives the learner the skills et to become a strategic thinker and develop their career as a CEO, Executive Director, Chief Financial officer or Divisional head And aligns with the following professional recognition: Chartered Management Institute for Chartered Manager or Chartered Fellow individual member grade The Institute of Leadership for Management for Fellow member grade.

FAQs

Q: What will I be responsible for?

A: Being a leader who has senior management responsibility.

Q: What skills will I learn?

A:

- Setting direction, vision, and governance and providing a clear sense of purpose for their area of responsibility.
- Providing clear and inclusive leadership.
- Identifying longer-term opportunities and risks using data from internal intelligence sources and external influences.
- Developing sustainable, ethical, innovative, and supportive cultures that get the best from people and enable the delivery of results.
- Responding to and managing crises.

Q: What level qualification is it equivalent to?

A: This qualification is equivalent a master's degree.

Q: What industry sectors is it suitable for?

A: All sectors! Public, private, charities all rely on excellent Leaders.



Structure

Entry Requirements

The entry requirement for this apprenticeship will be decided by each employer, but may typically be five Gases at Grade C or higher.

Structure

Our candidates are trained to the highest standards and are fully supported to develop all the knowledge, skills and behaviours required to be an Operational or Departmental Manager.

The course duration is typically 24 months.

Knowledge

Our course is delivered via live training webinars with specialist tutors.

Skills and Behaviors

You will be appointed a designated Learning & Skills Teacher, who will coach you through your qualification and complete regular assessments with you to support you in completing your qualification. You will have weekly contact with your tutor.



Course Contents

- What is a Senior Leaders Role & Function?
- Strategic Management
- Risk Management
- Social Responsibility, Governance and Regulatory compliance
- Values-Based Leadership
- Leading People
- Managing People
- Competitive strategies and entrepreneurialism
- Decision-Making & Planning
- Finance
- Communication Strategies
- Teamwork and collaboration

Completion of these units will produce a portfolio of evidence of your competency.





- Setting direction, vision, and governance and providing a clear sense of purpose for their area of responsibility.
- Providing clear and inclusive leadership.
- Identifying longer-term opportunities and risks using data from internal intelligence sources and external influences.
- Developing sustainable, ethical, innovative and supportive cultures that get the best from people and enable the delivery of results.
- Resources that may include budgets, people, assets and facilities.
- Staying up to date with innovation and championing its adoption.
- Keeping pace with - and responding to change - by leading agile transformation.
- Leading and promoting sustainable business practices.
- Responding to and managing crises.

Strategic Management

The learner will gain the knowledge to set the overall strategic direction of their area of responsibility in partnership with the Board (or equivalent), encouraging employees to buy into the organisation's vision.

- Understand new market strategies, changing customer demands and trend analysis.
- Learn approaches to strategic workforce planning, for example, talent management, learning organisations, group work, workforce design, succession planning, diversity and inclusion.
- Influencing and negotiating strategies both upwards and outwards setting strategic direction and gaining support for it from key stakeholders.
- Learn how to challenge strategies and operations in terms of ethics, responsibility, sustainability, resource allocation and business continuity/risk management, and shape and manage the communications strategy for their area of responsibility.





Risk Management

- You will gain the know-how to ensure that your area of responsibility is compliant with internal governance, such as any assurance framework requirements, and with external governance, such as any regulatory and statutory requirements.
- Understand the Organisation's structures; business modelling; diversity; global and horizon scanning perspectives; governance and accountability; and technological and policy implications.
- You will gain a knowledge of financial governance legal requirements, and procurement strategies.
- Gaining crisis and risk management strategies you will be confident to lead and respond in a crisis using risk management techniques.
- You will be able to challenge strategies and operations in terms of ethics, responsibility, sustainability, resource allocation and business continuity/risk management.

Social Responsibility, Governance and Regulatory compliance

- You will learn to promote an ethical, inclusive, innovative and supportive culture that generates continuous business improvement, reporting to the Board (or relevant governance/management structure) on the progress of their operational activities towards achieving business goals.
- You will gain the knowledge to ensure that your area of responsibility is compliant with internal governance, such as any assurance framework requirements, and with external governance, such as any regulatory and statutory requirements.
- How to shape organisational mission, culture and values.
- Learn how Ethics and values-based leadership theories and principles develop Organisation structures; business modelling; diversity; global and horizon scanning perspectives; governance and accountability; and technological and policy implications.
- Understand Financial governance legal requirements, and procurement strategies.
- Develop approaches to developing a Corporate Social Responsibility program.
- Gain the skills to act as a Sponsor/Ambassador, championing projects and transformation of services across organisational boundaries such as those impacted by sustainability and the UK Net Carbon zero by 2050 target and challenge strategies and operations in terms of ethics, responsibility, sustainability, resource allocation and business continuity/risk management.
- Learn to apply principles relating to Corporate Social Responsibility, Governance and Regulatory compliance.





Values-Based Leadership

- Learn to make decisions about organisational resource requirements (budgets, people, technology) based on strategic insight and reliable evidence.
- Know how to lead people's development including talent management, succession planning, workforce design, and coaching, and mentoring arrangements for people within their area of responsibility.
- Promote an ethical, inclusive, innovative and supportive culture that generates continuous business improvement, cultivating and maintaining collaborative relationships with key senior internal and external stakeholders to influence key decision-makers as appropriate.
- Learn how to shape your organisation's mission, culture and values
- Understand the Ethics and values-based leadership theories and principles and develop the skills to lead change in your area of responsibility, creating an environment for innovation and creativity, establishing the value of ideas and change initiatives and driving continuous improvement.
- Learn how to give and receive feedback at all levels, build confidence and develop trust, and enable people to take risks and challenge where appropriate.

Leading People

- Understand different leadership styles and how to lead multiple and remote teams as well as manage team leaders.
- Know how to motivate and improve performance, supporting people using coaching and mentoring approaches.
- Understand organisational cultures and diversity and their impact on leading and managing change.
- Know how to delegate effectively.
- You will learn how to communicate your organisation's vision and goals and how these apply to teams.
- With continuous professional development opportunities for yourself and a wider team, you will obtain the skills to enable and support high-performance working and support the management of change within the organisation.





Managing People

You will gain the know-how approach to strategic workforce planning, for example, talent management, learning organisations, group work, workforce design, succession planning, diversity and inclusion.

You will gain the skills to be able to manage talent and performance and use coaching and mentoring techniques to develop, build and motivate teams by identifying their strengths and enabling development within the workplace. Furthermore, you will learn to delegate and enable delivery through others, becoming open, approachable, authentic, and able to build trust with others. Seeking the views of others and valuing diversity.

By Cultivating and maintaining collaborative relationships with key senior internal and external stakeholders to influence key decision-makers as appropriate, you will develop organisational/team dynamics and learn how to build engagement and develop high-performance, agile and collaborative cultures.

You will develop the skills to give and receive feedback at all levels, building confidence developing trust, and enabling people to take risks and challenge where appropriate. This will help you develop an open culture and high-performance working environment and set goals and accountabilities for teams and individuals in their area.

Leading and influencing people, building constructive working relationships across teams, using matrix management, optimising the skills of the workforce, balancing people and technical skills and encouraging continual development, will become a talent.

Competitive strategies and entrepreneurialism

You will learn Competitive strategies and entrepreneurialism, approaches to effective decision-making, and the use of big data and insight to implement and manage change and be able to Influence and negotiate strategies both upwards and outwards

Working with the board and other company leadership structures, you will develop your brand and reputation.

Use horizon scanning and conceptualisation to deliver high-performance strategies focusing on growth and sustainable outcomes, setting a strategic direction and gaining support for it from key stakeholders.

With a curious and innovative attitude and behaviour exploring areas of ambiguity and complexity and finding creative solutions, you will demonstrate great entrepreneurialism.





Decision-Making & Planning

The learner will develop the skills to proactively keep up to date with social, economic and technological trends and developments relevant to their area of responsibility and wider organisation.

- Be able to promote innovation to address changing requirements and to take advantage of new opportunities.
- Become a driver of change and of new ways of working across infrastructure, processes, people culture and sustainability, to ensure innovation, with competitive strategies and entrepreneurialism, these approaches to effective decision-making, and the use of big data and insight to implement and manage change for the business growth.
- You will develop approaches to strategic workforce planning, for example, talent management, learning organisations, group work, workforce design, succession planning, diversity and inclusion.
- Gain the knowledge to approach developing a Corporate Social Responsibility program, helping the organisation's developing communications strategy and its link to their area of responsibility.

Finance

You will gain the knowledge and skills required to understand Financial strategies, for example, scenarios, modelling and identifying trends, application of economic theory to decision-making, and how to evaluate financial and non-financial information such as the implications of sustainable approaches.

- Know about Financial governance legal requirements, and procurement strategies.
- You will gain the skills to oversee the development and monitoring of financial strategies and the setting of organisational budgets based on Key Performance Indicators (KPIs).
- Challenge financial assumptions underpinning strategies.
- Be able to use financial data to allocate resources as well as oversee procurement, supply chain management and contracts.





Communication & Interpersonal Skills

You will Develop the knowledge and skills to lead within your area of control/ authority, influencing both upwards and outwards, negotiating and using advocacy skills to build reputation and effective collaboration.

- You will shape and manage the communications strategy for their area of responsibility.
- Gain the knowledge to use personal presence and storytelling to articulate and translate vision into operational strategies, demonstrating clarity in thinking such as consideration of sustainable approaches.
- You will understand the organisation's developing communications strategy and its link to your area of responsibility
- These skills will enable you to shape the approach to external communications for your area of responsibility and ensure it aligns with any wider organisational communications strategy.

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Off The Job
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Employer Engagement
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