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**IMPACT
FUTURES**

Level 7 Senior Leader

Lead, manage and support



Senior Leader Apprenticeship Standard

This level 7 apprenticeship training programme develops the knowledge, skills and behaviours required to strategically lead effectively in an organisation.

It is suitable for those working a senior leadership role.

At the end of this training programme, you will be awarded a Level 7 Senior Leader Apprenticeship..

Entry requirements

You must have been a UK, EEA, or EU resident for at least the past three years to undertake this training programme.

In addition, you must be able to commit to the full length of the programme, and be able to meet the programme modules through your job role.

If you do not have a level 2 or equivalent in Maths and English, you will be required to work towards achieving these qualifications as part of your apprenticeship.

What is the duration and how will you learn?

Over the duration of 24 months, you will receive a combination of face-to-face and online training and support.

You will undertake an online assessment that will help us to understand your learning style and needs, then we will tailor your learning experience accordingly.

We ensure that you stay on track to complete your programme on time by managing your progress through our state-of-the-art e-portfolio system, Aptem.

Off the job training

As part of the apprenticeship, alongside your job role, a **minimum of 6 hours per week** of your time in work must be dedicated to improving new skills, knowledge and behaviours.

This can be any time devoted to learning and improving new skills, knowledge and behaviours without interruption, and can include:



Online teaching



Digital learning resources



One to one tuition



Workplace assessment

End-point assessment

Learnt knowledge, skills and behaviours will be assessed by an independent assessor in your end-point assessment (EPA). This typically involves elements such as:



Observation

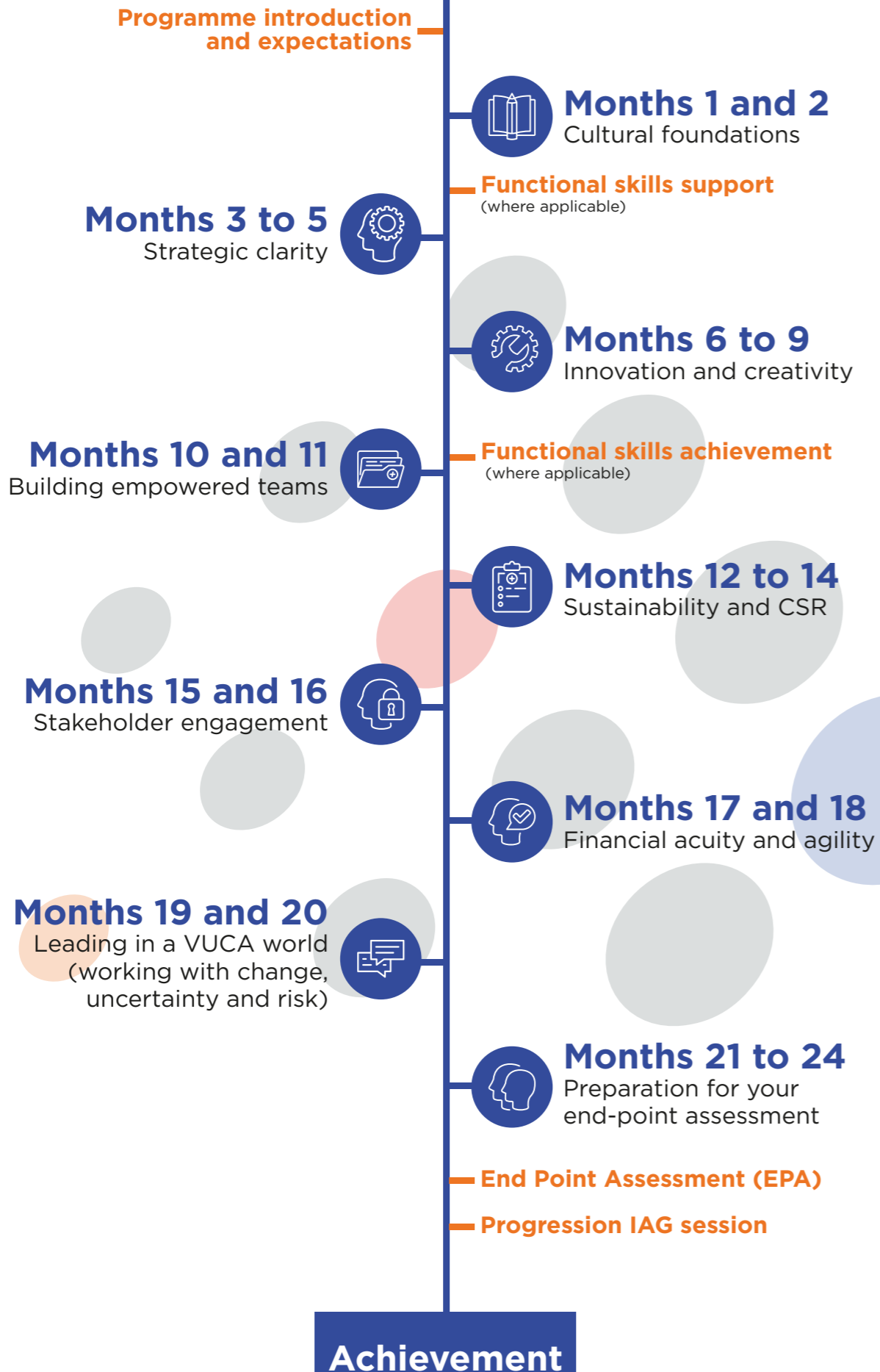


Professional discussion



Portfolio building

Your apprenticeship journey



You will learn how to:

Building empowered teams

- ✓ Implement pre-approval and how to unleash creativity through radical delegation
- ✓ Recruit for attitude, train for skill to ensure you get the best people for your culture
- ✓ Implement self-managed teams
- ✓ Ensure your structures and organisational design allow people to play to their strengths
- ✓ Create a culture where open and honest feedback is valued and encouraged

Leading in a VUCA world (working with change, uncertainty and risk)

- ✓ Lead in a crisis guided by your ethics and values
- ✓ Build resilience in yourself and your workforce
- ✓ Provide inspiring leadership when steering your team through change
- ✓ Apply techniques to support business continuity and help mitigate risk

Innovation and creativity

- ✓ Identify strengths in order to optimise the talent in your organisation
- ✓ Develop a culture where mistakes are celebrated - the art of learning from when things go wrong
- ✓ How disruptive technologies and new ways of working are going to impact the world of work
- ✓ Develop your skills in using liberating structures as a framework to release ideas and new thinking
- ✓ Investigate ways to broaden your thinking and look beyond the obvious solutions



This programme has been developed to meet the requirements of the Level 7 Senior Leader Apprenticeship standard awarded by the ILM.

You also have the option of undertaking the ILM Diploma for Senior Leaders alongside your apprenticeship which has been integrated in the programme design.

The 5 pillars of wider learning

Sustainability



Sustainability is about protecting the future of our environment.

Why do we need to learn about sustainability within an apprenticeship?

Through learning about the world and how to best keep it sustainable, you can be encouraged to safeguard and enhance our natural resources.

Developing your attitudes and behaviours to be more environmentally conscious, you can protect the future of our environment.

CIAG



CIAG provides us with careers information, advice, and guidance.

Why is the support of CIAG important within an apprenticeship?

To be inspired, as a learner, to be proactive and to believe in your ability to achieve your aspirations.

This support will help you learn about career pathways available to you, and will:

- Increase your knowledge about the world of work
- Inspire you to succeed
- Improve your social mobility and life chances
- Help you make informed decisions

Cultural capital & personal development



Cultural capital and personal development is about boosting your employability and work and life skills.

Why do we need to understand cultural capital and personal development within an apprenticeship?

Learning about real-life situations and navigating through them will provide you with essential knowledge, that you may need to ensure future success.

This can include: resilience, confidence, time management, finance management, and much more- all important work, behaviour, attitude, and life skills.

British values, safeguarding & prevent duty



We have a responsibility to keep learners safe during their learning, but we are also responsible for what happens beyond that, too.

British values:

As our learner, you should understand: your right to make safe choices; the rule of law is there to protect you; you should be respected for who you are (regardless of age, race, gender and background); and you live in a democracy allowing you to be involved in decisions that protect you.

Safeguarding:

We can ensure that you are supported by the right people at the right time.

Prevent duty:

We can recognise when targets are preyed upon by extremists and we act, report and get help to stop their recruitment.

Equality, diversity & inclusion



Promoting equality, diversity and inclusion entails fair treatment and equal opportunities for all learners.

The impact of embedding these integral areas into your learning programme means that you will be more aware of your social responsibility to protect the vulnerable in our wider society. This will enable an inclusive mindset in your work and home life, as you develop and grow in your career.

Understanding how to protect those in our society from abuse and extreme idealisms, will further enable our future living and working lives becoming safer and fairer.

Level 7 Senior Leader

Modules of learning

Cultural foundations

- Put your people first and establish the principles of self-management
- Give staff freedom within clear guidelines — the key to a highly engaged workforce
- Transform your organisation by creating a culture of autonomy and trust
- Apply values-based leadership models such as and Intent-Based Leadership in a VUCA world
- Create an inclusive culture where diversity and difference are valued
- Develop a culture of collaboration to drive high performance

Innovation and creativity

- Identify strengths in order to optimise the talent in your organisation
- Develop a culture where mistakes are celebrated – the art of learning from when things go wrong
- How disruptive technologies and new ways of working are going to impact the world of work
- Develop your skills in using Liberating Structures as a framework to release ideas and new thinking
- Investigate ways to broaden your thinking and look beyond the obvious solutions

Sustainability and CSR

- Design your organisation around your purpose and values
- Measure social impact – ensuring you have a positive impact on the world around you
- Apply the principles of CSR and regulatory compliance to your organisation
- Create a robust CSR strategy
- Use horizon scanning and conceptualisation to deliver high performance

Financial acuity and agility communications

- Build the economic case for organisations – the positive effect on your bottom line and deliver financial sustainability driven by your purpose and values
- Use key financial strategies that will help you build robust scenarios and models
- Apply economic theory to your financial decision-making
- Use financial data to influence your decision-making
- Demonstrate effective governance of budgeting and procurement
- Move beyond budgeting

Strategic clarity

- Put people at the heart of your strategy
- Design and deliver a successful strategy through effective engagement and empowerment
- Shape your organisational mission, culture and values through engagement and consultation
- Investigate and research how future trends, big data and external factors will shape your strategy
- Translate your strategy into a powerful and purposeful plan through clear communication and storytelling

Building empowered teams

- Implement pre-approval and how to unleash creativity through radical delegation
- Recruit for attitude, train for skill to ensure you get the best people for your culture
- Implement self-managed teams
- Ensure your structures and organisational design allow people to play to their strengths
- Create a culture where open and honest feedback is valued and encouraged

Stakeholder engagement

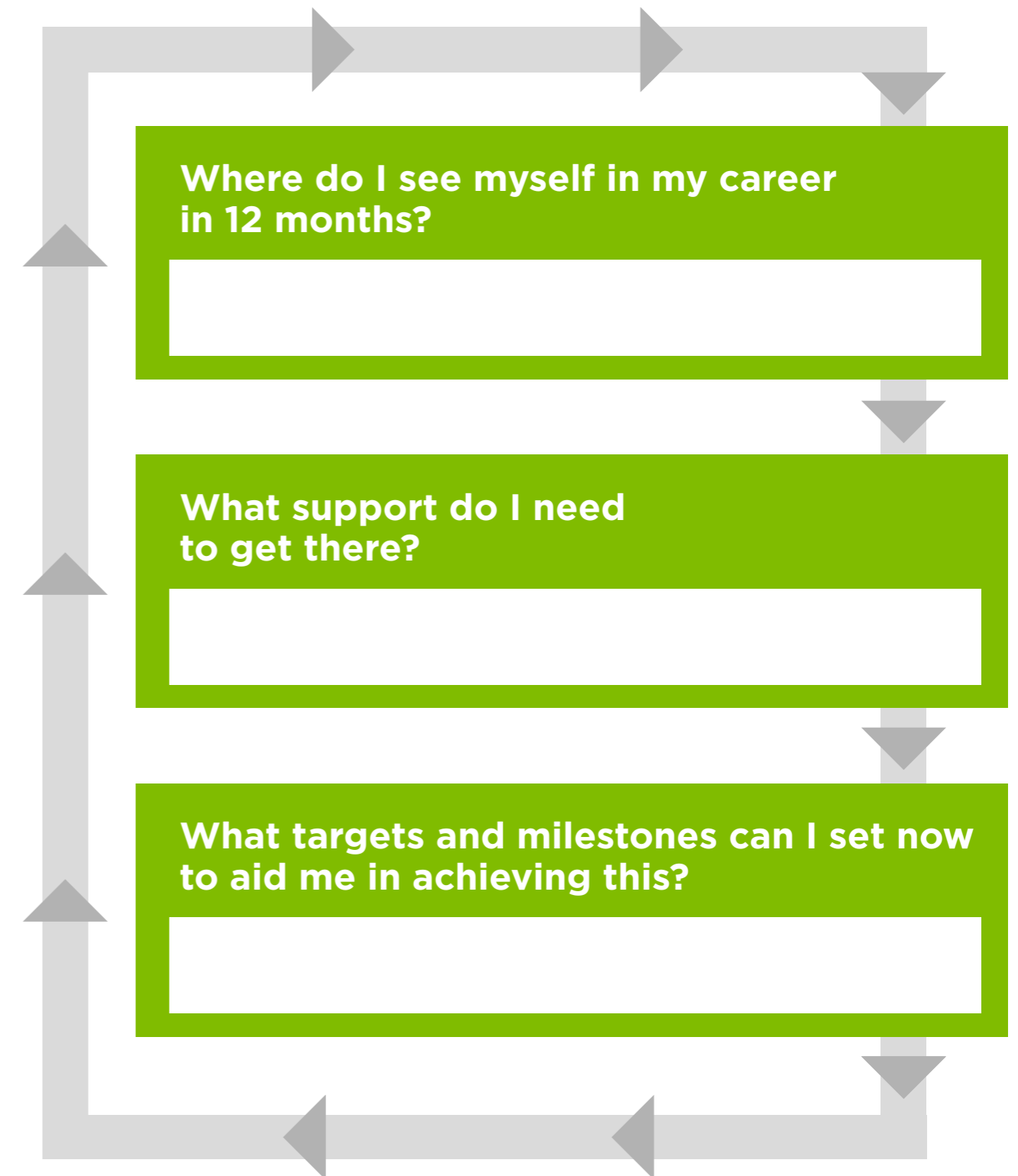
- Influence and negotiate with a diverse group of stakeholders
- Work collaboratively to achieve outstanding results
- Appreciate the external social and political context in order to influence and implement the strategic plan
- Harness the contribution of your employees as a key stakeholder group
- Develop a robust communication strategy
- Protect the brand and reputation of your organisation

Leading in a VUCA world (working with change, uncertainty and risk)

- Lead in a crisis guided by your ethics and values
- Build resilience in yourself and your workforce
- Provide inspiring leadership when steering your team through change
- Apply techniques to support business continuity and help mitigate risk
- Provide information and support through digital channels in a timely manner

Making an impact, now and in the future

Your career is a path, not a programme. We want to understand your career goals for the future now, so that we're best placed to assist, guide and inform you on your options.



The next level

Progression could include professional recognition status with the Chartered Management Institute as Chartered Manager or Fellow grade membership of the Institute for Leadership and Management. Senior managers may progress into more senior board level positions.



Integrity



Fun



Diversity



Connecting



Committed



Make an impact

We're all about making an impact, be that individuals making an impact through their day-to-day work, or by organisations making their impact on our economy.

As a national training provider, we make this impact throughout the UK, with expertise in childcare, healthcare, clinical and business skills apprenticeships.

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