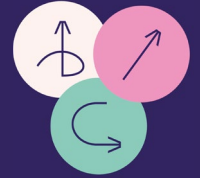
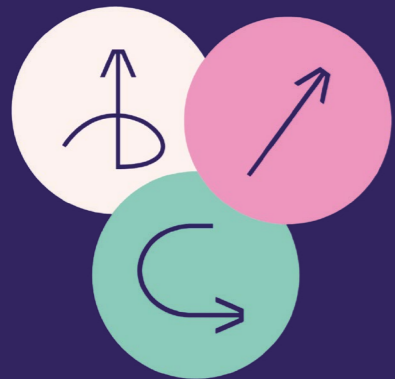


Level 7 Senior Leader



Home.
Work.
Leisure.
Together.

Your life. Your way.



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.

Apprenticeships are 12 to 24 month training programmes. They are made up of:



More information on each of these components can be found within the learner or manager apprenticeship guide. All of the above components must be fully completed in order to successfully achieve 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.

The 16 month time frame is based on an employee with a full-time contract, if an employee works fewer than 30 hours then the time frame of the apprenticeship will increase accordingly. See below for example:

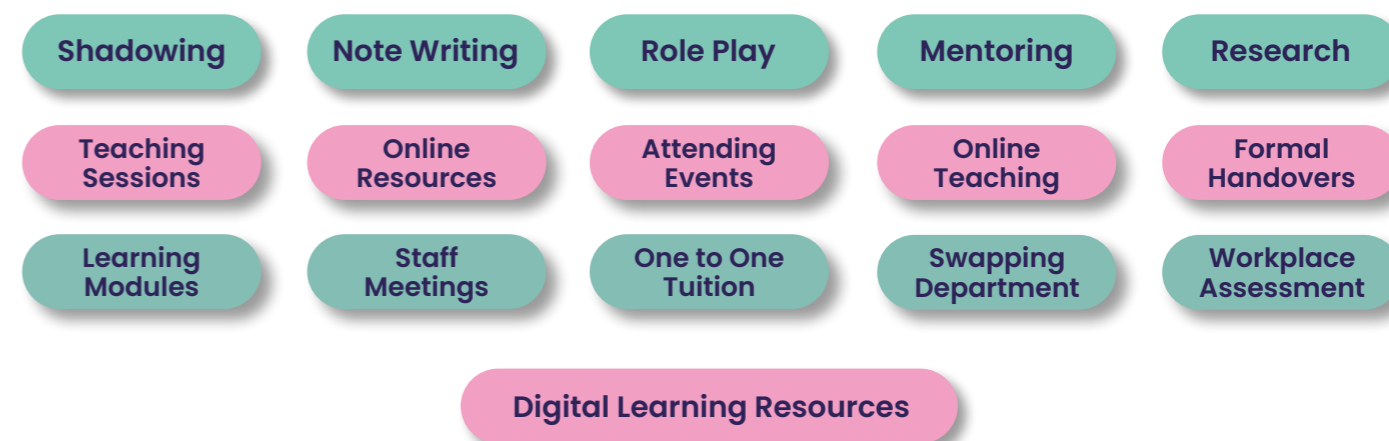
16 hours contracted per week = 22 months apprenticeship programme

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. Examples include:



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:



Your apprenticeship journey



Months 1 & 2

Cultural foundations



Programme introduction and expectations

Months 3 to 5

Strategic clarity



Functional skills support (where applicable)

Months 6 to 9

Innovation and creativity



Months 10 to 14

Building empowered teams, Sustainability and CSR



Functional skills achievement (where applicable)

Months 15 to 18

Stakeholder engagement, Financial acuity and agility



Months 19 & 20

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



Months 21 to 24

Preparation for your End Point Assessment (EPA)



End Point Assessment (EPA)
Progression IAG session

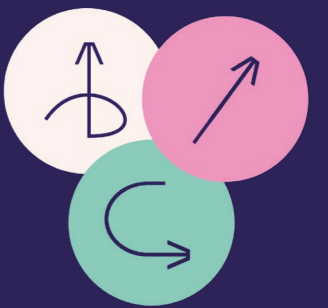
Achievement



Home.
Work.
Leisure.
Together.

Your life. Your way.

What will you learn?



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.



Modules of learning

Module 1

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

Module 2

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

Module 3

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

Module 4

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

Module 5

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

Module 6

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



Module 7

Financial acuity and agility communications +

- Build the economic case for organisations – the positive effect on your bottom line
- 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

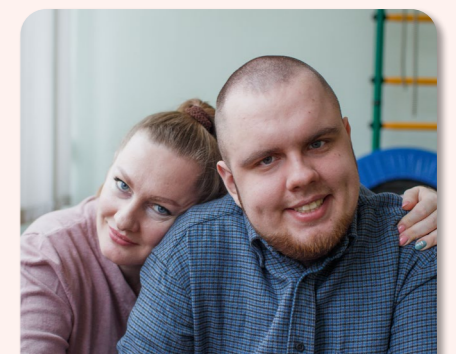
Modules 11 & 12

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

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.



Your career is a journey Take the next step



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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