



Level 7

Certificate in
Strategic Leadership

(610/3078/8)



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ABOUT NQUAL

NQual provides high-quality vocational and occupational qualifications designed to meet the needs of learners and employers.

At NQual we are committed to certificating current and relevant qualifications that meet the demands of today's ever-changing industries. Our dedication to staying at the forefront of knowledge ensures that our qualifications reflect the latest trends in your field of interest.

QUALIFICATION SPECIFICATION

Qualification Specifications are used to inform and guide centres to deliver the qualification set out within this document. Information within this specification includes a qualification overview, unit breakdowns, assessment guidance and learning outcomes.

Alongside the specification, you will also find a qualification 'Fact Sheet'. These are used as handy tools to provide an overview of the qualifications.

QUALIFICATION INFORMATION

The NQual Level 7 Certificate in Strategic Leadership is regulated by Ofqual.

- Qualification Number: (610/3078/8)

Overview

This qualification is designed to provide learners with the knowledge to be a Strategic Leader.

The purpose of this qualification is to provide learners with an understanding of how to be a successful leader, improve strategy and implement change within your role.

Entry Requirements

- Minimum age: 21

The learner must be an experienced manager with at least 3 years of experience.

Learners should have a minimum of level 2 in literacy and numeracy or equivalent.

Unit Guidance

Learners must achieve all mandatory units and a minimum of 4 credits of optional units. The total credit value for this qualification is 14.

Mandatory Units

Learners must achieve all mandatory units totalling 10 credits.

| Unit Reference | Title | Level | GLH | Credit Value |
|----------------|-----------------------------|-------|-----|--------------|
| T/650/8060 | Strategic Leadership | 7 | 40 | 5 |
| Y/650/8061 | Strategic Change Management | 7 | 40 | 5 |

Optional Units

Learners must achieve a minimum of 4 credits of optional units.

| Unit Reference | Title | Level | GLH | Credit Value |
|----------------|---------------------------------------|-------|-----|--------------|
| A/650/8062 | Strategic Finance Management | 7 | 32 | 4 |
| D/650/8063 | Strategic Leadership within Education | 7 | 32 | 4 |
| F/650/8064 | Strategic Marketing | 7 | 32 | 4 |
| H/650/8065 | Strategic Human Resource Management | 7 | 32 | 4 |
| J/650/8066 | People Performance and Development | 7 | 32 | 4 |
| K/650/8067 | Professional Coaching | 7 | 32 | 4 |

Guided Learning Hours

These hours are made up of contact time, guidance or supervision from course tutors, trainers, or training providers. The Guided Learning Hours for this qualification is 112.

Total Qualification Time

This is an estimate of the total length of time it is expected that a learner will typically take to achieve and demonstrate the level of understanding required for the award of this qualification. This includes the Guided Learning Hours and time spent completing the independent study.

The Total Qualification Time for this qualification is 140.

Delivery Options

NQual allows qualifications to be delivered both online and face-to-face. Please check the additional requirements with your Centre EQA if delivering qualifications online.

Grading and Assessment

Assessment is used to measure a learner's skill or knowledge against the standards set in this qualification. This qualification is internally assessed and externally quality assured.

The assessment consists of:

- an internally assessed Portfolio of Evidence and externally quality assured by NQual.

A Portfolio of Evidence can contain:

- Assignments
- Professional Discussion and/or Q&A records
- Written answers
- PowerPoint Presentations
- Reflective Accounts
- Story Boards

Please note this is not an exhaustive list.

Approved Centre

To deliver any NQual qualification, each centre must be approved by NQual and meet the qualification approval criteria. The recognition process requires centres to implement policies and procedures to protect learners when undergoing NQual qualifications.

Approved centres must seek approval for each qualification they wish to offer.

The approval process requires centres to demonstrate that they have the resources, including staff, and processes in place to deliver and assess the qualification.

Once approved to offer this qualification, centres must register learners before any assessment takes place. Centres must follow NQual's procedures for registering learners.

Support From NQual

NQual support all new and existing approved centres. We respond to all communication within 48 hours and hold regular information webinars. If you would like to book our next webinar, please visit the 'News & Events' section on our website.

Initial Assessment

It is part of the enrolment process by the approved centre to complete an initial assessment. Approved centres must ensure everyone undertaking an NQual qualification complete some form of initial assessment. This will be used to inform the tutor/trainer of current knowledge and understanding.

Reasonable Adjustment

NQual is committed to providing fair and reasonable adjustments for learners to help reduce the effect of a disability or difficulty that places the learners at a disadvantage during an assessment. For more information on Reasonable Adjustments, please see our Reasonable Adjustments and Fair Access Policy.

Responsibilities

Assessor

It is important to note, that to assess qualification content, the assessor must be occupationally competent to assess skills-based competence and/or occupationally knowledgeable to assess knowledge-based content.

Assessors who deliver NQual qualifications must possess a qualification appropriate for the level they are delivering. Examples of these can include at least one of the following:

- D32 Assess Candidate Performance and D33 Assess Candidate Using Differing Sources of Evidence
- A1 Assess Candidate Performance Using a Range of Methods and A2 Assessing Candidates' Performance through Observation
- Level 3 Award in Assessing Competence in the Work Environment (for competence/skills learning outcomes only)
- Level 3 Award in Assessing Vocationally Related Achievement (for knowledge learning outcomes only)
- Level 3 Certificate in Assessing Vocational Achievement
- HEI Certificate in Education
- Qualified Teacher Status Certificate in Education in Post Compulsory Education (PCE)
- Post Graduate Certificate in Education
- Teaching Certificate in Teaching in the Lifelong Learning Sector (CTLTS)
- Diploma in Teaching in the Lifelong Learning Sector (DTLLS)
- L&D9DI - Assessing workplace competence using Direct and Indirect methods (Scotland)
- L&D9D - Assessing workplace competence using Direct methods (Scotland)
- Level 4 Certificate in Education and Training
- Level 5 Diploma in Education and Training
- Level 3 Learning and Skills Assessor Apprenticeship
- Level 5 Learning and Skills Teacher Apprenticeship

Examples of evidence for subject knowledge can include:

- Qualification at the same level or above, the qualification you are delivering
- Extensive experience at the same level or above, the qualification you are delivering

Internal Quality Assurer

Centre staff who complete Internal Quality Assurance for NQual qualification must possess or be working towards a relevant qualification. Examples of these can include at least one of the following:

- D34 Unit **Internally verify the assessment process**
- V1 Verifiers Award
- Level 4 Award in the Internal Quality Assurance of Assessment Processes and Practice or
- Level 4 Certificate in Leading the Internal Quality Assurance of Assessment Processes and Practice

Examples of evidence for subject knowledge must include at least one of the following:

- Qualification at the same level or above, the qualification you are quality assuring
- Extensive experience at the same level or above, the qualification you are quality assuring

MANDATORY UNITS

Unit Breakdown: Level 7 Certificate in Strategic Leadership

Learners must complete all mandatory units for this qualification.

Unit: Strategic Leadership

Unit Code: T/650/8060

RQF Level: 7

| Learning Outcomes <i>To achieve this unit a learner must be able to:</i> | Assessment Criteria <i>Assessment of these outcomes demonstrates a learner can:</i> |
|--|---|
| 1. Understand what is needed to be a successful strategic leader | 1.1 Critically analyse the skills and behaviours needed to be a successful leader 1.2 Evaluate the difference between leadership and management. 1.3 Analyse different organisation cultures and leadership styles expected within different cultures. 1.4 Critically evaluate different leadership theories and models and their suitability within your organisation |
| 2. Understand an organisation's strategic aims and objectives | 2.1 Explain the strategic aims and objectives of your organisation 2.2 Identify the factors which may affect the organisation's strategic aims and objectives 2.3 Evaluate how you mitigate risk to your organisation's aims and objectives 2.4 Critically appraise your role in outlining the organisation's aims and objectives |

Unit: Strategic Change Management

Unit Code: Y/650/8061

RQF Level: 7

| Learning Outcomes <i>To achieve this unit a learner must be able to:</i> | Assessment Criteria <i>Assessment of these outcomes demonstrates a learner can:</i> |
|--|--|
| 1. Understand the requirements of implementing strategic change management | 1.1 Evaluate what is meant by 'strategic change management' 1.2 Critically evaluate change theories, tools and models 1.3 Critically analyse the process of implementing change |
| 2. Understand strategic change management in your organisation | 2.1 Critically analyse the different tools for identifying the need for change 2.2 Evaluate the internal and external factors that may trigger change within an organisation 2.3 Evaluate the impact of not implementing change 2.4 Critically evaluate how implementing a change culture can support the organisation's strategic aims |

OPTIONAL UNITS

Learners must achieve a minimum of 4 credits of optional units.

Unit: Strategic Finance Management

Unit Code: A/650/8062

RQF Level: 7

| Learning Outcomes <i>To achieve this unit a learner must be able to:</i> | Assessment Criteria <i>Assessment of these outcomes demonstrates a learner can:</i> |
|--|---|
| 1. Understand financial planning | 1.1 Explain an organisation's approach to financial planning 1.2 Evaluate an organisation's responsibilities and strategic approach to resource planning and ensuring the capability to deliver 1.3 Critically evaluate what factors may influence an organisation's financial capability |
| 2. Understand how finance may influence strategic decision making | 2.1 Critically analyse how finance influences the strategic decision-making in your organisation 2.2 Evaluate your role in making informed strategic decisions relating to finance |

Unit: Strategic Leadership within Education

Unit Code: D/650/8063

RQF Level: 7

| <p>Learning Outcomes <i>To achieve this unit a learner must be able to:</i></p> | <p>Assessment Criteria <i>Assessment of these outcomes demonstrates a learner can:</i></p> |
|--|---|
| <p>1. Understand strategic leadership in education</p> | <p>1.1 Explain how you can contribute to the strategic aims of an educational institution 1.2 Critically analyse educational leadership models</p> |
| <p>2. Understand ways to support the strategic aims of your educational institution</p> | <p>2.1 Critically assess the aims of your organisation 2.2 Critically evaluate the internal and external factors that may impact an educational institution achieving their strategic aims 2.3 Evaluate ways of improving your educational institution 2.4 Outline practical ways of achieving the strategic aims of your educational institution</p> |

Unit: Strategic Marketing

Unit Code: F/650/8064

RQF Level: 7

| Learning Outcomes <i>To achieve this unit a learner must be able to:</i> | Assessment Criteria <i>Assessment of these outcomes demonstrates a learner can:</i> |
|---|--|
| 1. Understand the organisations offering against your competitors | 1.1 Evaluate your current and existing market 1.2 Critically evaluate your organisation's offerings against your competitors |
| 2. Understand the tools available to support an organisation's strategic marketing | 2.1 Critically analyse a range of tools used for marketing communications 2.2 Explain how AI (Artificial Intelligence) can impact marketing communications |
| 3. Understand how strategic marketing can contribute to the overall strategic aims of an organisation | 3.1 Explain how marketing can contribute to the strategic aims of the organisation 3.2 Critically evaluate the internal and external factors that may affect a marketing strategy 3.3 Critically evaluate your organisation's marketing communications |

Unit: Strategic Human Resource Management

Unit Code: H/650/8065

RQF Level: 7

| Learning Outcomes <i>To achieve this unit a learner must be able to:</i> | Assessment Criteria <i>Assessment of these outcomes demonstrates a learner can:</i> |
|--|---|
| 1. Understand the organisation's responsibility to Human Resource Management | 1.1 Explain an organisation's HR Policies and Practices 1.2 Evaluate an organisation's responsibility to HR Strategy 1.3 Critically evaluate how your organisation can improve its responsibility to Human Resource Management |
| 2. Understand the requirements of a human resource strategy that considers your organisation's aims and objectives | 2.1 Explain how you can contribute to the strategic aims of the organisation 2.2 Critically evaluate the internal and external factors that may affect a human resource strategy 2.3 Critically assess the organisation's workforce and planning required when considering the strategic aims 2.4 Evaluate the contribution a workforce can have on the organisation |

Unit: People Performance and Development

Unit Code: J/650/8066

RQF Level: 7

| Learning Outcomes <i>To achieve this unit a learner must be able to:</i> | Assessment Criteria <i>Assessment of these outcomes demonstrates a learner can:</i> |
|--|--|
| 1. Understand how to support the development and performance of others | 1.1 Explain the different learning styles and how to apply these in context 1.2 Evaluate what tools can be used to support others with development |
| 2. Understand how to reflect on performance | 2.1 Critically analyse the different ways of monitoring other performance 2.2 Explain different ways of reflecting on your own performance 2.3 Evaluate the links between performance and strategic objectives 2.4 Critically assess how development and performance can contribute to an organisation's strategic aims |
| 3. Understand ways to deliver feedback | 3.1 Critically evaluate different feedback models |
| 4. Understand how motivation can enhance performance | 4.1 Critically analyse different tools used to motivate individuals |

Unit: Professional Coaching

Unit Code: K/650/8067

RQF Level: 7

| Learning Outcomes <i>To achieve this unit a learner must be able to:</i> | Assessment Criteria <i>Assessment of these outcomes demonstrates a learner can:</i> |
|--|--|
| 1. Understand Professional Coaching | 1.1 Explain what is meant by 'Professional Coaching' 1.2 Critically analyse a range of coaching theories, tools and models 1.3 Critically evaluate coaching in the workplace |
| 2. Understand how Coaching can support an organisation's strategy | 2.1 Evaluate how coaching can contribute to the strategic aims of the organisation 2.2 Critically evaluate the internal and external factors that may affect implementing coaching in an organisation 2.3 Critically evaluate ways of demonstrating Return on Investment |



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