



Course

Level 7 Senior Leader Apprenticeship standard



Course duration:
24-30 months

Summary

Knowledge

- Strategy
- Innovation and change
- Enterprise and risk
- Finance
- Leading and developing people
- Developing collaborative relationships

Skills

- Strategy
- Innovation and change
- Enterprise and risk
- Finance
- Engaging employees
- Leading and developing people
- Building collaborative relationships

Behaviours

- Leads by example
- Judgement and challenge
- Courage and curiosity
- Valuing difference
- Professional

Learn how to be an exceptional strategic senior leader, managing, driving and inspiring organisations with our Level 7 Senior Leader Apprenticeship.

As a senior leader, you are responsible for direction and vision, providing a clear sense of purpose and driving strategic intent. You will take market trends and environmental influences into account, identifying longer-term opportunities and risks. Through your inclusive leadership, you are responsible for developing ethical, innovative and supportive cultures while delivering results. You can look forward to a wide, varied and interesting course, which should last around 24-30 months depending on your previous experience.

Who is it for?

You may already be in a senior management role and looking to develop the theory to go alongside your practical skills. Or you want to take the next step up in your management career. No matter your industry, sector or the size of your organisation, the knowledge, skill and behaviours needed to be an effective senior leader are the same.

What will you learn?

As you work towards this apprenticeship, you will develop a range of specialist knowledge and practical skills including leading and developing people, understanding financial strategies, business modelling, the drivers of change, negotiation and influencing strategies. You can learn more about these in the table overleaf.

Alongside this, and following an initial assessment, we will work with you, your manager and mentor to create an individual training plan. This will include development of skills such as reading, writing, speaking, listening and communication in English as well as maths, in preparation for Level 2 Functional Skills. Within this plan there will also be activities and learning to improve your personal soft skills.

What comes next?

On completion of your apprenticeship, you will achieve a Master's degree in management (MA, MSc or MBA).

Knowledge

Area	Learning aims and development
Strategy	<ul style="list-style-type: none"> • Knows how to shape organisational vision, culture and values • Understands organisational structures; business modelling; diversity; global perspectives; governance and accountability; the external environment, social, technological and policy implications • Understands new market strategies, changing customer demands and trend analysis
Innovation and change	<ul style="list-style-type: none"> • Understands innovation; the impact of disruptive technologies (mechanisms that challenge traditional business methods and practices); drivers of change and new ways of working across infrastructure, processes, people and culture and sustainability • Knowledge of systems thinking, knowledge/data management, and programme
Enterprise and risk	<ul style="list-style-type: none"> • Knowledge of ethics and values based leadership; regulatory environments, legal, H&S and well-being and compliance requirements; corporate social responsibility; risk management, environmental impact and cyber security • Understands competitive strategies and entrepreneurialism, approaches to effective decision making, and the use of big data and insight to implement and manage change
Finance	<ul style="list-style-type: none"> • Understands financial strategies including scenarios, modelling and identifying trends, application of economic theory to decision-making, and how to evaluate financial and non- financial information • Understands financial governance and legal requirements, and procurement strategies
Leading and developing people	<ul style="list-style-type: none"> • Knowledge of organisational/team dynamics and how to build engagement and develop high performance, agile and collaborative cultures • Understands approaches to strategic workforce planning including talent management, learning organisations, workforce design, succession planning, diversity and inclusion
Developing collaborative relationships	<ul style="list-style-type: none"> • Understands large scale and inter-organisational influencing and negotiation strategies • Knowledge of the external political environment and use of diplomacy with diverse groups of internal and external stakeholders • Understands working with board and company structure • Knowledge of brand and reputation management

Skills

Area	Learning aims and development
Strategy	<ul style="list-style-type: none"> • Use of horizon scanning and conceptualisation to deliver high performance strategies focusing on growth/sustainable outcomes • Sets a clear agenda and gains support from key stakeholders • Able to undertake research, and critically analyse and integrate complex information
Innovation and change	<ul style="list-style-type: none"> • Initiates and leads change in the organisation, creates environment for innovation and creativity, establishing the value of ideas and change initiatives and drives continuous improvement • Able to manage conflict • Manages partnerships, people and resources effectively, and measures outcomes • Acts where needed as a Sponsor, championing projects and transformation of services across organisational boundaries
Enterprise and risk	<ul style="list-style-type: none"> • Challenge strategies and operations in terms of ethics, responsibility, sustainability, resource allocation and business continuity/risk management • Application of principles relating to Corporate Social Responsibility, Governance, Regulatory compliance • Drives a culture of resilience and supports development of new enterprise and opportunities
Finance	<ul style="list-style-type: none"> • Oversees financial strategies/management, results and setting organisational budgets, and challenges financial assumptions underpinning strategies • Is accountable for decisions based on relevant information e.g. Key Performance Indicators/scorecard • Uses financial data to allocate resources • Oversees procurement, supply chain management and contracts
Engaging employees	<ul style="list-style-type: none"> • Uses personal presence and “storytelling” to articulate and translate vision into operational strategies, demonstrating clarity in thinking and using inspirational communication • Creates an inclusive culture, encouraging diversity and difference • Gives and receives feedback at all levels, building confidence and developing trust, and enables people to take risks

Skills (cont'd)

Area	Learning aims and development
Leading and developing people	<ul style="list-style-type: none"> Enables an open and high performance working, and sets goals and accountabilities for teams and individuals Leads and influences people, building constructive working relationships across teams, using matrix management where required Ensures workforce skills are utilised, balancing people and technical skills and encouraging continual development
Building collaborative relationships	<ul style="list-style-type: none"> Manages complex relationships across multiple and diverse stakeholders Builds trust and rapport, with ability to positively challenge Leads beyond area of control/authority, and able to influence, negotiate and use advocacy skills to build reputation and effective collaborations

Behaviours

Area	Learning aims and development
Leads by example	<ul style="list-style-type: none"> Has high levels of self-awareness, emotional and social intelligence, empathy and compassion, and able to identify mental well-being in others Works collaboratively enabling empowerment and delegation Acts with humility and authenticity, is credible, confident and resilient
Judgement and challenge	<ul style="list-style-type: none"> Takes personal accountability aligned to clear values Demonstrates flexibility and willingness to challenge when making decisions and solving problems Instils confidence demonstrating honesty, integrity, openness, and trust
Courage and curiosity	<ul style="list-style-type: none"> Is confident and brave, willing to innovate, seeks new ideas and looks for contingencies Manages complexity and ambiguity, comfortable in uncertainty, and is pragmatic
Valuing difference	<ul style="list-style-type: none"> Engaging with all – is ethical and demonstrates inclusivity, recognising diversity, championing, and enabling cultural inclusion Empowers and motivates to inspire and support others
Professional	<ul style="list-style-type: none"> Reflects on own performance, demonstrates professional standards in relation behaviour and ongoing development Advocates the use of good practice within and outside the organisation

Additional skills

As well as the core curriculum, you will develop a number of additional skills throughout the course of your apprenticeship:

NCFE functional skills

You will work on developing positivity and confidence in the use of maths and English skills in real world and employment-based situations.

Maths

Through the level 2 Functional Skills qualification you will demonstrate a sound grasp of mathematical skills at the appropriate level and the ability to apply mathematical thinking effectively to solve problems in the workplace and in other real-life situations.

English

Through the level 2 qualification you will demonstrate the ability at an appropriate level to read, write, speak, listen and communicate in English, and to apply these skills effectively to a range of purposes in the workplace and in other real-life situations.

British values

As part of your apprenticeship, we will discuss five key values and their impact and importance in the workplace. These will be democracy, the rule of law, individual liberty, mutual respect and tolerance of those of different faiths and beliefs.

Soft skills development

Personal Learning and Thinking Skills (PLTS) are generic skills that are essential to life, learning and work. Developing these will make a significant impact on your ability to contribute confidently both within and outside of their working environment. PLTS include independent enquiry, creative thinking, reflection, team working, self-management and effective participation.

PREVENT

PREVENT is part of the government's CONTEST strategy of which education is a fundamental part. The aim of the strategy is "to reduce the risk to the UK and its interests overseas from terrorism so that people can go about their lives freely and with confidence." CONTEST is split into four work-streams that are known within the counter-terrorism community as the 'four Ps': Prevent, Pursue, Protect, and Prepare.



Plan

We take into consideration your skills at each stage of the process, planning the learning and follow-up activities.

Do

You undertake the learning and activities that have been planned.

Check

We check your learning using a combination of assignments, discussions and observations of workplace activities, ensuring that skills, knowledge and behaviours are embedded and being practised.

Act

If areas of further learning are identified, reinforcement training is planned in and provided.