

# Unit 1: Strategic Leadership and Management

Level: 7

Unit type: **Mandatory**

Guided learning hours: **45**

Credit value: **20**

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## Unit introduction

Leaders and managers at all levels of an organisation have important roles to play in supporting an organisation's ability to meet its strategic intentions, to remain sustainable and to grow in, more often than not, dynamic and evolving environments.

Building on an understanding and appreciation of contemporary and seminal theories, concepts and models, learners will examine the strategic challenges faced by senior members of an organisation ensuring a competitive advantage. This may be through 'business as usual' activities or through the implementation of change initiatives.

Learners will explore strategic leadership and management in practice where ethics, diversity and performance management are important considerations, especially during times of uncertainty and volatility in operating markets.

Using this knowledge as a basis for examining their own ability and capacity to undertake a strategic leadership and management role, learners will consider those qualities and traits exhibited by effective strategic leaders and managers before reflecting on and critiquing their own skills and behaviours. This will lead to the production of a logical and relevant professional development plan in which they identify appropriate actions for improvement.

## Learning outcomes and assessment criteria

To pass this unit, the learner needs to meet all the learning outcomes for the unit. The assessment criteria determine the standard required to achieve the unit.

Learning outcomes		Assessment criteria	
A	Understand the concept of strategic leadership and management	A.1	Critically examine contemporary and seminal theories, concepts and models related to strategic leadership and management
		A.2	Critically discuss the relationship between an organisation and strategic leadership and management
		A.3	Assess contemporary contexts and challenges for strategic leaders and managers
		A.4	Critically evaluate the role of strategic leaders and managers in delivering competitive advantage
B	Understand strategic leadership and management in practice	B.1	Critically discuss performance management as a strategic tool for leaders and managers
		B.2	Analyse the equality and diversity challenges presented to strategic leaders and managers
		B.3	Evaluate the impact of morals, ethics and organisational culture on the behaviour of strategic leaders and managers
C	Understand the role of strategic leadership and management in delivering organisational change	C.1	Discuss the relationship between organisational strategy and change
		C.2	Critically evaluate change as a process and as a concept
		C.3	Critically discuss current and emerging approaches to change implementation
D	Be able to review and develop own skills and behaviours as a strategic leader and manager	D.1	Critically discuss the qualities and traits of effective strategic leaders and managers
		D.2	Critically assess own qualities, traits, skills and behaviours related to strategic leadership and management
		D.3	Develop justified recommendations for developing own strategic leadership and management skills and behaviours