

FACT SHEET: OTHM LEVEL 7 DIPLOMA IN STRATEGIC MANAGEMENT AND LEADERSHIP (MQF LEVEL 7)	
Awarding Body	<p>ThinkTalent Ltd.</p> <p>ThinkTalent Ltd is a Further and Higher Education Institution licenced by the Malta Further and Higher Education Authority (MFHEA) Licence Number: 2017/04</p>
Title of the Qualification	OTHM LEVEL 7 DIPLOMA IN STRATEGIC MANAGEMENT AND LEADERSHIP
Mode of Delivery	Face-to-Face Learning/Online (3rd country nationals on a student visa must attend in Face-to-Face mode)
Duration	12 months
Language/s of Instruction of Programmes	English
Address/es where programme will be delivered:	<p>ThinkTalent Offices Centris Business Gateway, Level 2E, Triq is-Salib tal-Imriehel Zone 3, Central Business District, Birkirkara CBD 3020 Malta</p>
Entry Requirements	<p>For entry onto the OTHM Level 7 Diploma in Strategic Management and Leadership qualification, learners must possess:</p> <ul style="list-style-type: none"> • An honours degree in related subject or UK level 6 diploma or an equivalent overseas qualification • Mature learners with management experience (learners must check with the ThinkTalent regarding this experience prior to registering for the programme) <p>Learners must be 21 years old or older at the beginning of the course.</p> <p>English requirements: If a learner is not from a majority English-speaking country, they must provide evidence of English language competency.</p>

<p>Overall Programme Objectives</p>	<p>The objective of the OTHM Level 7 Diploma in Strategic Management and Leadership qualification is to develop strategic management and leadership skills for managers who have the authority and personal attributes to translate organisational strategy into effective operational performance.</p> <p>This qualification reflects current practice in Strategic Management and Leadership and allows learners to develop and expand their high-level understanding of strategic management and leadership in the workplace. This qualification is suitable for mature learners with a background in academic study or industry. The qualification has a clear work-related emphasis on practical skills development alongside theoretical fundamentals.</p> <p>Successful completion of the Level 7 Diploma in Strategic Management and Leadership qualification will equip learners with the key skills and capabilities to become an effective strategic manager. The qualification also allows learners to progress into or within employment and/or continue their study towards an MBA with advanced standing.</p>																									
<p>Qualification Structure</p>	<p>This qualification consists of 4 mandatory units and 2 optional units, making a combined total of 120 credits, 1200 hours Total Qualification Time (TQT) and 600 Guided Learning Hours (GLH) for the completed qualification.</p> <p>To achieve the OTHM Level 7 Diploma in Strategic Management and Leadership, learners must achieve a minimum of 120 credits; 80 credits must be achieved from the mandatory units in Group A, plus a minimum of 40 credits from the optional units in Group B</p> <p>GROUP A: Mandatory Units</p> <table border="1" data-bbox="384 1285 1425 1758"> <thead> <tr> <th>Unit</th> <th>Title</th> <th>Credit</th> <th>GLH</th> <th>TQT</th> </tr> </thead> <tbody> <tr> <td>1.</td> <td>Strategic Management</td> <td>20</td> <td>100</td> <td>200</td> </tr> <tr> <td>2.</td> <td>Strategic Leadership</td> <td>20</td> <td>100</td> <td>200</td> </tr> <tr> <td>3.</td> <td>Strategic Human Resource Management</td> <td>20</td> <td>100</td> <td>200</td> </tr> <tr> <td>4.</td> <td>Advanced Business Research Methods</td> <td>20</td> <td>100</td> <td>200</td> </tr> </tbody> </table>	Unit	Title	Credit	GLH	TQT	1.	Strategic Management	20	100	200	2.	Strategic Leadership	20	100	200	3.	Strategic Human Resource Management	20	100	200	4.	Advanced Business Research Methods	20	100	200
Unit	Title	Credit	GLH	TQT																						
1.	Strategic Management	20	100	200																						
2.	Strategic Leadership	20	100	200																						
3.	Strategic Human Resource Management	20	100	200																						
4.	Advanced Business Research Methods	20	100	200																						

GROUP B: Optional Units (student to choose 2 out of the following units)

Unit	Title	Level	Credit	GLH
1.	Strategic Financial Management	20	100	200
2.	Supply Chain and Operations Management	20	100	200
3.	Entrepreneurship and Innovation	20	100	200
4.	Globalisation and Corporate Governance	20	100	200
5.	Strategic Change Management	20	100	200
6.	Strategic Marketing	20	100	200

MANDATORY UNITS

Unit 1: Strategic Management

1. Be able to analyse key external influences on an organisation's strategy.

- 1.1 Critically evaluate the position of an organisation in its current market.
- 1.2 Critically analyse the effects of existing plans on an organisation

2. Be able to appraise strategic options for an organisation.

- 2.1 Critically explore the relationship between, corporate, business and operational strategies.
- 2.2 Apply strategic models and tools to develop strategic options for an organisation.
- 2.3 Evaluate strategic options for an organisation.

3. Be able to evaluate various tools and approaches to a strategy implementation plan.

- 3.1 Create a relevant vision, mission and strategic goals for an organisation.
- 3.2 Propose a suitable structure for an organisation that fits a strategic plan.
- 3.3 Create a resourced strategy implementation plan.

Learning Outcomes of the Programme

4. Be able to develop and implement a strategic organisational change management plan.

4.1 Apply force field analysis to effectively distinguish forces of change.

4.2 Critically evaluate various change management models.

4.3 Identify relevant leadership and change agent skills to implement a strategic change in an organisation.

5. Be able to monitor and control the implementation of strategic plans.

5.1 Develop a monitoring and control system for the implementation of strategic plans.

5.2 Design key success indicators in order to monitor the implementation of the strategic plan.

5.3 Distinguish potential risks during implementation. 5.4 Review the effectiveness of the strategic plan.

Unit 2: Strategic Leadership

1. Understand the principles, concepts, differences, and approaches to contemporary leadership.

1.1 Explain the meaning and importance of leadership.

1.2 Contrast the main approaches to the study of leadership.

1.3 Critically evaluate the role of leadership in strategic management.

2. Understand how leadership influences individuals, teams and the organisation. 2.1

Critically compare the relationships between leaders of work groups, and leaders of teams.

2.2 Distinguish between the influence of leadership on groups and teams, and on formal and informal groups.

2.3 Critically evaluate the characteristics of an effective work group and team.

3. Understand the impact of leadership on organisational performance.

3.1 Assess the nature of organisation effectiveness and performance.

3.2 Critically explore the main features and requirements of leadership development.

3.3 Provide criteria for assessing an organisations strategic effectiveness from a leadership perspective.

4. Understand ethical decision making and organisational value.

4.1 Critically explore the exercise of leadership power and influence.

4.2 Critically review the importance of ethics, values and corporate social responsibilities to an organisations value.

4.3 Critically evaluate leadership and sustainability concepts and trends.

Unit 3: Strategic Human Resource Management

1. Understand the role of management of human resources.

1.1 Critically justify the importance of human resource management in organisations.

1.2 Assess the role and purpose of the strategic human resource management function and activities in an organisation.

1.3 Evaluate how human resource management is related to other functional areas

2. Be able to create a human resource plan for an organisation.

- 2.1 Assess the business factors to consider before human resource planning.
- 2.2 Determine human resource requirements in different organisational contexts.
- 2.3 Develop a human resource plan for an organisation.

3. Understand the role of legal and ethical issues in developing human resources policy.

- 3.1 Explain the purpose of human resource policy.
- 3.2 Assess the impact of regulatory and legal requirements on human resource policies in an organisation.
- 3.3 Assess the impact of business ethics, CSR, and sustainability requirements on human resource policies for an organisation.

4. Be able to plan develop human resource strategies.

- 4.1 Critically analyse the impact of an organisational strategy, structure and culture on the management of human resources.
- 4.2 Develop a structured, relevant and comprehensive HR strategy.
- 4.3 Critically monitor the effectiveness of human resources management

5. Understand HRM approaches within organisations and their relationships with organisational performance.

- 5.1 Critically evaluate the relationships between business strategy and human resource management.
- 5.2 Explain the implementation and measurement of HR approaches using relevant metrics.
- 5.3 Monitor and evaluate a human resource strategy that supports organisational mission, vision, values and objectives.

Unit 4: Advanced Business Research Methods

1. Be able to develop research approaches in a relevant context.

- 1.1 Appraise business research problems.
- 1.2 Develop and justify appropriate research aims and objectives within a defined scope and timeframe.
- 1.3 Critically explore, select and justify research approaches.

2. Be able to critically review literature on a relevant research topic.

- 2.1 Critically analyse different theoretical approaches to a research problem.
- 2.2 Create a structured and thorough critical literature review.

3. Be able to design business research methodologies.

- 3.1 Critically evaluate relevant research methodologies to reflect the research objectives.
- 3.2 Design an appropriate methodology in terms of the research objectives for a defined population.
- 3.3 Justify the methodology selected in terms of the research objectives within agreed ethical guidelines.

4. Be able to develop a research proposal.

- 4.1 Create a research question, literature review and methodology.
- 4.2 Propose techniques for use with quantitative and qualitative data collection and analysis.

OPTIONAL UNITS

Unit 1: Strategic Financial Management

1. Be able to apply the tools and techniques of cost accounting.

- 1.1 Critically analyse the concepts, features and importance of cost accounting in an organisation.
- 1.2 Apply tools of costing design and costing systems to an organisation.
- 1.3 Recommend improvements to the costing and pricing systems of an organisation.

2. Be able to critically analyse the financial performance of businesses.

- 2.1 Analyse financial statements to assess the financial position of an organisation.
- 2.2 Recommend organisational decisions based on evaluation of financial statements using financial ratios.
- 2.3 Propose managerial recommendations on the strategic portfolio of an organisation based on financial analysis.

3. Be able to evaluate the budgetary processes of organisations.

- 3.1 Evaluate budgetary targets for an organisation.
- 3.2 Develop a master budget for an organisation.
- 3.3 Critically evaluate budget and budgetary processes in an organisation

4. Be able to recommend effective long term and short-term sources of funding.

- 4.1 Assess the need for short term working capital and long- term funds for an organisation.
- 4.2 Appraise appropriate sources of short term and funds for an organisation.
- 4.3 Justify choices of sources of funds using a range of criteria related to cost and risk.

5. Be able to critically appraise investment options.

- 5.1 Apply financial appraisal methods to analyse competing investment projects in different kinds of organisations.
- 5.2 Justify strategic investment decision for an organisation using relevant financial information.
- 5.3 Critically analyse strategic investment decisions using information.

Unit 2: Supply Chain and Operations Management

1. Understand the relationship between supply chain management, operations management and organisational business objectives.

- 1.1 Critically explain the significance of effective supply chain and operational management in achieving organisational objectives.
- 1.2 Explain the relationship of supply chain management with other business functions in an organisation.
- 1.3 Critically analyse the key success factors that aid in developing an integrated supply chain strategy in an organisation.

2. Be able to critically analyse the role of technology in supplier relationships.

2.1 Critically evaluate factors and strategies that drive organisations to maintain supplier relationships.

2.2 Assess the use of information technology to create strategies to develop effective supplier relationships.

2.3 Recommend supplier relations systems to maintain relationships with suppliers.

3. Be able to critically analyse the importance of logistics and procurement in supply chain management.

3.1 Justify the importance and use of logistics in supply chain management in an organisation.

3.2 Evaluate the effectiveness of procurement strategies and procedures in an organisation.

3.3 Critically analyse factors that may improve logistics and procurement strategies in an organisation.

4. Be able to develop a systematic order of procurement and inventory control.

4.1 Design effective and economic order quantity for procurements in an organisation.

4.2 Critically evaluate the role of the principles of LIFO and FIFO in inventory control.

4.3 Evaluate the just in time systems of managing inventory.

5. Be able to develop a strategy to improve an organisation's supply chain.

5.1 Analyse factors involved in developing a strategy to improve an organisation's supply chain.

5.2 Plan various supply chain strategies to improve an organisation's supply chain.

5.3 Justify the choice of a supply chain strategy according to its suitability, feasibility, acceptability and overall performance benefits in an organisation.

Unit 3: Entrepreneurship and Innovation

1. Be able to critically analyse the concepts and process of entrepreneurship.

1.1 Critically analyse the nature, characteristics and challenges of establishing different kinds of enterprise.

1.2 Critically assess own entrepreneurial skills and attributes. Evaluate what makes a successful commercial or social entrepreneur.

2. Be able to evaluate innovative and entrepreneurial management processes for a project or organisation.

2.1 Evaluate methods for encouraging creativity and innovation in organisations.

2.2 Evaluate potential creative and innovative management ideas.

2.3 Critically explore how to lead others to positively embrace innovation and change.

3. Be able to critically assess proposals developed from new ideas.

3.1 Analyse business ideas. Evaluate production, and marketing feasibility of new business ideas.

3.2 Produce business planning forecasts using financial techniques.

4. Be able to develop a business plan.

- 4.1 Develop a business plan for a new business.
- 4.2 Develop a control and monitoring mechanism for the business plan

Unit 4: Globalisation and Corporate Governance

1. Be able to critically discuss the impacts of globalisation on organisations.

- 1.1 Analyse the effects of globalisation on organisations operating nationally using PESTLE approach.
- 1.2 Evaluate the role of trading blocs such as the EU on organisations with global presence.
- 1.3 Explain the roles and responsibilities of international organisations for harmonising business practice globally.

2. Be able to critically discuss the sociocultural, ethical and moral issues that affect global organisations.

- 2.1 Critically analyse various socio-cultural, ethical and moral factors that may affect global organisations.
- 2.2 Compare and contrast organisational approaches to ethically manage a globally diverse workforce.
- 2.3 Critically discuss the roles and responsibilities of global organisations to improve workforce welfare.

3. Be able to analyse the role of corporate governance in global organisations.

- 3.1 Justify the significance of responsible corporate governance in global organisations.
- 3.2 Critically analyse the regulatory requirements that shape corporate governance in global organisations.
- 3.3 Critically evaluate the impact of regulatory requirements on corporate stakeholders' interests in a global organisation.

4. Be able to critically discuss International Consumer Protection laws.

- 4.1 Analyse the significance of national and international legal frameworks covering consumer protection laws.
- 4.2 Examine key international consumer protection laws that may affect the operations of a global organisation.
- 4.3 Evaluate the measures that exist in a global organisation to protect consumers' interests.

5. Be able to critically analyse regulations related to online trading.

- 5.1 Analyse the significance of the UK legislations related to online trading.
- 5.2 Determine the actions that need to be taken by organisations to ensure they are adhering to the key online trading legislations.

Unit 5: Strategic Change Management

1. Be able to evaluate change agents' knowledge, attributes skills and development. 1.1

- 1.1 Critically analyse the relationship between leadership and change agents.
- 1.2 Critically analyse the characteristics and attributes of change agents.
- 1.3 Critically evaluate the effectiveness of change agents.

2. Be able to critically analyse approaches to organisational change and their processes.

- 2.1 Critically evaluate change theories, tools and techniques.
- 2.2 Evaluate the internal and external triggers of change that may impact on an organisation.
- 2.3 Develop a change management strategy for an organisation taking stakeholders into account.

3. Be able to create a plan and implement effective change within an organisation.

- 3.1 Assess and select relevant tools and techniques to implement and manage change.
- 3.2 Develop a plan to implement a change in an organisation.
- 3.3 Develop measures to monitor and evaluate progress of the change plan.

4. Be able to analyse stakeholder responses to organisational change.

- 4.1 Assess possible risks associated with an organisation's change process.
- 4.2 Apply a stakeholder analysis to understand possible resistance to change.
- 4.3 Critically appraise relevant strategies to manage resistance to change in organisations.

Unit 6: Strategic Marketing

1. Be able to critically analyse the principles of strategic marketing and the role of digital technologies.

- 1.1 Critically evaluate the nature and purpose of strategic marketing in an organisation.
- 1.2 Critically analyse and apply different marketing concepts in a range of organisational contexts.
- 1.3 Explain the processes involved in strategic marketing

2. Be able to apply tools for analysing the business environment in strategic marketing.

- 2.1 Develop SMART strategic marketing objectives for an organisation.
- 2.2 Critically review the external and competitive environment in which an organisational performs.
- 2.3 Draw conclusions about the internal and stakeholder environment in which an organisational performs.

3. Be able to carry out market segmentation, targeting and brand positioning.

- 3.1 Critically explore market segments for an organisational context.
- 3.2 Evaluate targeted segments for an organisational context.
- 3.3 Design a differentiated brand position for targeted segments for an organisational context.

4. Be able to apply the integrated marketing mix in an organisation.

- 4.1 Evaluate the significance of the integrated marketing mix for an organisational context.
- 4.2 Design an effective marketing mix for an organisational context.
- 4.3 Critically analyse the relationship between the product lifecycle and the marketing mix for an organisational context.

	<p>5. Be able to critically analyse brands in a business context.</p> <p>5.1 Critically analyse the nature of brands and the significance of branding.</p> <p>5.2 Critically discuss the need for integration between the brand pyramid, the brand's positioning and brand management.</p> <p>5.3 Demonstrate how branding is used to strengthen a business or product.</p>
<p>General Pedagogical methods used for this programme</p>	<p>This is a training programme in which participants will benefit from the following mixed-learning and teaching methodologies:</p> <ul style="list-style-type: none"> • Tutor-led, traditional and collaborative teaching contact via short lecture-type interventions interspersed with group discussions, reflective exercises and group activities • Self-study via handouts and recommended reading
<p>Assessment</p>	<p>All units within this qualification are assessed and internally quality assured by the ThinkTalent and externally verified by OTHM. The qualifications are criterion referenced, based on the achievement of all the specified learning outcomes.</p> <p>Each unit is assessed via a written coursework of approximately 4500 words. To achieve a 'pass' for a unit, learners must provide evidence to demonstrate that they have fulfilled all the learning outcomes and meet the standards specified by all assessment criteria.</p>