



Level 7 Certificate in Strategic Management

Unit Title	Level	Credit	GLH
Mandatory Units			
Finance for Strategic Managers	7	15	60
Optional units (Learner must choose one unit from below to achieve this qualification)			
Organisational Behavior	7	15	60
Strategic resource management	7	15	60
Global Business Strategy	7	15	60



Unit Format

Each unit of level 7 courses is presented in a standard format. This format provides guidance on the requirements of the unit for learners, tutors, assessors and external verifiers.

Each unit has the following sections:

Unit Title

The unit title reflects the content of the unit. The title of each unit completed will appear on a learner's statement of results.

Unit Aims

The unit aims section summarizes the content of the unit. All units and courses have a level assigned to them which represents the level of achievement. The level of each unit is informed by the level descriptors.

Credit Value

The credit value is the number of credits that may be awarded to a learner for the successful achievement of the learning outcomes of a unit.

Assessment Criteria

The assessment criteria describe the requirements a learner is expected to meet in order to demonstrate that the learning outcome has been achieved. Command verbs reflect the level of the course.



Finance for Strategic Managers

Unit Title: Finance for Strategic Managers
Guided Learning Hours: 60
Levels: 7
Credits: 15
Unit grading system: Pass

Assessment Criteria	The learner can:
1. Understand the role of financial information in business strategy	1.1 Assess the need for financial information in business 1.2 Identify the risks related to financial and business decisions 1.3 Summarise financial information required in strategic business decision making 1.4 Analyse the needs and expectations of stakeholders in relation to an organisation's policy on equality and diversity
2. Be able to analyse published financial statements for strategic decision making purposes	2.1 Explain the purpose, structure and content of published accounts 2.2 Interpret financial information in published accounts 2.3 Calculate financial ratios from published accounts to support strategic business decision-making
3. Understand how businesses assess and finance non-current assets, investments and working capital	3.1 Differentiate between long and short-term finance requirements for businesses 3.2 Compare the sources of long and short-term finance for businesses 3.3 Assess the importance of managing cash flow and examine cash flow management techniques 3.4 Evaluate methods for appraising strategic capital or investment projects
4. Understand different ownership structures and how they influence and measure financial performance	4.1 Analyse the corporate governance, legal and regulatory requirements of different business ownership structures 4.2 Compare and contrast the accountability for and roles of owners and managers in decision making for different business ownership structures



Organisational Behaviour

Unit Title:	Organisational Behavior
Guided Learning Hours:	60
Levels:	7
Credits:	15
Unit grading system:	Pass

Assessment Criteria	The learner can:
1. Understand Effective leadership behavior theory and Practice	1.1 Evaluate Leadership Theories 1.2 Evaluate the impact of managerial styles on organisational effectiveness 1.3 Analyse how motivational theory can inform employee motivation 1.4 Analyse theories relating to work relationships and interaction
2. Understand how organisational structures and culture impact on the effectiveness of the organisation	2.1 Analyse the characteristics of different organisational structures 2.2 Evaluate the relevance of organisational culture theory in developing organisational effectiveness. 2.3 Analyse the culture and structure of one organisation and evaluate how they impact on its effectiveness.
3. Understand how the organisation can improve employee effectiveness to respond to business opportunities	3.1 Analyse how organisation can facilitate innovation and creativity 3.2 Assess the importance of learning in organisations 3.3 Evaluate the effectiveness of team working 3.4 Analyse the effective management of change in organisations
4. Understand organisational decision making	4.1 Analyse approaches to organisational decision making 4.2 Assess management approaches to risk and uncertainty in decision making 4.3 Evaluate the effectiveness of organisational decisions in a specific organisation



Strategic resource management

Unit Title:	Strategic Resource Management
Levels:	7
Credits:	15
Unit grading system:	Pass

Assessment Criteria	Indicative Content
The learner can:	
1. Understand the role of human resource management in supporting business strategy	<p>1.1 Investigate how human resource management contributes to the achievement of organisational objectives.</p> <p>1.2 Critically evaluate the role of human resource management within an organisation.</p> <p>1.3 Appraise the processes that an organisation uses to plan its human resource requirements.</p>
2. Know how to develop human resources in organisations.	<p>2.1 Evaluate the recruitment and retention strategies used in an organisation.</p> <p>2.2 Critically assess the techniques that are used for employee development in an organisation.</p> <p>2.3 Evaluate the contribution of human resource development techniques in ensuring employee engagement.</p> <p>2.4 Systematically analyse the effectiveness of human resource management strategies in supporting organisational strategy</p>
3. Understand the role of physical resource management in supporting business strategy.	<p>3.1 Investigate how physical resource management contributes to the achievement of organisational objectives.</p> <p>3.2 Critically evaluate the role of physical resource management within an organisation.</p> <p>3.3 Systematically appraise the processes that an organisation uses to plan its physical requirements</p>
4. Understand the role of marketing in supporting business strategy.	<p>4.1 Investigate how marketing activities contribute to the achievement of organisational objectives.</p> <p>4.2 Critically evaluate the role of marketing operations within an organisation.</p> <p>4.3 Systematically appraise the processes that an organisation uses to develop its markets.</p>
5. Understand the role of information systems management in supporting business strategy.	<p>5.1 Investigate how information systems management contributes to the achievement of organisational objectives.</p> <p>5.2 Critically evaluate the role of information systems management within an organisation.</p> <p>5.3 Systematically appraise the processes that an organisation uses to plan its information systems requirements.</p>