



**SPD**  
SALFORD PROFESSIONAL  
DEVELOPMENT



# CMI LEVEL 7 CERTIFICATE IN MANAGEMENT AND LEADERSHIP

Delivered by Salford Professional Development,  
a wholly owned subsidiary of the University of Salford.



## Course Overview

In today's dynamic environment, it is important for leaders to understand the scope, context and complexity of leading strategic change. The CMI Level 7 Certificate in Management and Leadership programme will help you understand how the application of analytical techniques, theories and models of change, and creative problem-solving can be confidently used to lead strategic change.

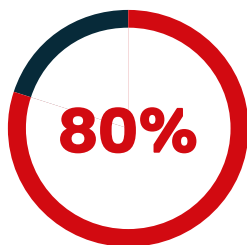
The programme will challenge you to think strategically and see the bigger picture in your organisation and give you the skills and confidence to drive forward organisational change. You will develop your management and leadership skills at a strategic level, equipping you to manage business units, projects and finances more effectively.

The three-day CMI Level 7 Certificate in Management and Leadership programme has been designed to support directors, senior managers and leads who have the responsibility to translate organisational strategy into effective performance. This programme will help you to review your leadership as a strategic manager, develop performance management strategies, and implement organisational change strategies.

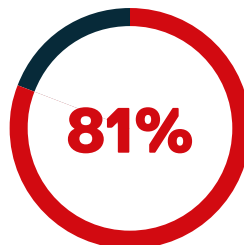
## Why choose a CMI qualification?

Did you know CMI qualifications are studied by over 30,000 developmentally savvy professionals each year? This accreditation is actively sought after by employers, which is why it's so astonishing that only one in five managers has one of these qualifications.

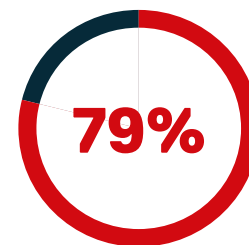
CMI qualifications are designed to provide you with the tools, support and guidance needed to take on any professional challenge. Created in collaboration with employers, CMI qualifications are proven to boost employability, productivity and create conscious leaders.



Of managers said that a CMI qualification is a key part of becoming a professional manager



Of individuals were able to share their new skills with their team



Confirmed their new skills have increased overall team performance

# Agenda

## Day 1 / Understanding Self as a Senior, Strategic Leader

- / State, with certainty and clarity, the connection between effective, visible leadership and a high performing business culture.
- / Define Authentic and Transformational Leadership, and analyse own leadership style against these concepts.
- / Consider own underpinning motivations, values and beliefs around self and others, and how these personal factors influence your own leadership approach.
- / Reflect on alignment of own values and organisational values/behaviours.
- / Use objective data from psychometrics to inform own leadership approach, and to analyse the performance and culture in own department, and the wider business
- / Consider team performance against a 'best practice' paradigm using Magerison-McCann research, and make evidence based recommendations for enhancement.
- / Analyse the role of Emotional Intelligence in leading, motivating and engaging with individuals and teams.
- / Apply the principles of Transactional Analysis to effective communication and conflict management. Utilise subsets of TA, including Psychological Strokes. Drivers and The Drama Triangle, to manage own interaction and create an 'Adult' performance culture.
- / Establish how to apply the Situational Leadership model to self and others to enable continuous development.
- / Define the connection between Coaching and Mentoring to genuine delegation.
- / Engage in reflective practice and coaching conversations.

## Day 2 / Leading Organisational Performance

- / Define the role of social awareness and social management (Emotional Intelligence) in leading others.
- / Apply the Situational Leadership method to team leadership to enhance capabilities within the team, and create greater opportunity to delegate.
- / Utilising a structured approach, develop a functional, high performing team, and create an action plan to enhance own team culture.
- / Apply current research relating to team performance to your own team and personal leadership approach.
- / Define the role of leadership, and the necessity of considered delegation, for setting the conditions for optimal performance.
- / Enhance your own leadership impact by holding an outcome focussed, performance coaching conversation.

## Day 3 / Leading Strategic Change

- / Consider your own organisation within the VUCA world order; Volatile, Uncertain, Complex and Ambiguous.
- / Understand the connection between resilience and 'change readiness'. Apply current research in resilience to your own organisational context and situation.
- / Apply classical and leading models and analytical frameworks to the 'macro-sphere'; systematically identify internal and external drivers for change.
- / Define the neurological impact of change on human psychology.
- / Articulate the reasons why change projects fail, and the impact of change on people in organisations.
- / Lead strategically, and humanely; apply best practice to own strategic environment.
- / Consider methods for communicating effectively during change cycles.
- / Positively use change as an opportunity to enhance performance and develop resilience in individuals, teams and the organisation.

## Accreditation

Following the completion of this course you will be required to complete 2 assignments to secure the CMI Level 7 Certificate in Strategic Management and Leadership Practice. The Chartered Management Institute Level 7 Certificate in Strategic Management and Leadership gives you a broader knowledge of effective management skills while focusing on the specific management areas appropriate to you and your workplace.





Enhance your knowledge, understanding and practice of management.



Reflect on the alignment of own and organisational values and behaviours.



Develop your strategic management skills and apply these procedures and practices to managing at a strategic level in the workplace.



Improving performance and effectiveness at managing people and projects will raise your confidence and ultimately, 'status in your organisation'.



Understanding self as a senior strategic leader.



Create an action plan to enhance team culture.



Drive organisational performance.



Lead strategically through change.



Apply the tools, models and theories directly to work-based problems and see the benefits in your organisation.



Understand the connection between resilience and 'change readiness'.