

Foundation Degree in Leadership & Management

Overview

The Foundation Degree in Leadership & Management is an accredited programme of development for team leaders and managers (or prospective managers) who have had little or no formal development in the role. The programme may be used as a general management development programme or as part of a graduate training scheme. It is accredited and delivered by Northampton Business School in partnership with employers and the Institute of Leadership & Management (ILM). The programme integrates work based learning with the requirements of a nationally recognised higher education qualification and is the equivalent of the first two years of an undergraduate honours degree.

Who Will Benefit?

- Businesses who want to reward their managers with a formal, accredited, internationally recognised programme of development with minimal operational disruption.
- Junior managers through to more senior managers who need a comprehensive programme of development in their roles.
- Practising managers wishing to enhance their management competence.

Business Outcomes

This Foundation Degree is designed to significantly improve employee effectiveness across a wide range of business-critical managerial competencies.

Programme Structure

There are 12 modules, normally studied over a two year period. Typically, we provide a one or two day workshop every two months during the course of the programme. As a result, there are minimum levels of absence from work and course workload is uniformly paced. Each workshop can take place on the employer's premises or location of preference. The modules are:

1. Personal Development Planning 1
2. The Management Role
3. The Effective Manager

4. Supervision and Team Leadership
5. Managing Health & Safety
6. Work Based Learning - My Organisation
7. Personal Development Planning 2
8. Improving Business Operations
9. Management Project
10. Recruitment and Development of Staff
11. Budgets & Financial Control
12. Sales & Customer Service

Programme Delivery

Work-based learning is central to the ethos of programme design. Assessment is by work-based projects that are relevant to an organisation's business. Assessment tasks are focussed on improving day to day performance and all are value-added activities in their own right.

Delivery is by blended learning which includes workshops at your choice of location, one-to-one email and telephone support from module tutors, good quality workbooks linking theory with practice, work-based activities, personal study and work-based assignments.

Tailoring options include mapping course content to an organisation's own competency framework and re-designing assessment tasks to ensure that they are focused on the specific needs of the organisation. Additionally, delivery format and duration can be adapted and an appropriate pathway developed for your managers, for example using the Foundation Degree as part of a full degree programme.

Progression

The ILM Foundation Degree in Leadership and Management provides progression onto the BA Business and Management top up programme of 120 credits of learning or approximately 12-18 months of further study.

What Next?

We would welcome the opportunity to discuss how we can support your staff development requirements.

For more information or an informal discussion please contact one of our team.

Telephone: **01604 893428**

Email: nbscorpprogs@northampton.ac.uk

Case Study: Norbert Dentressangle

Norbert Dentressangle is the second largest transport and logistics company in the UK with more than 12,800 employees across 195 sites, 1,800 vehicles, and around 2.5 million sq m of warehousing. Norbert Dentressangle offers a complete range of services including dedicated and shared-user warehousing and transport to both manufacturers and retailers, temperature controlled food logistics, reverse logistics, environmental operations management and freight forwarding.

Norbert Dentressangle's customers in the UK include Akzo Nobel, Argos, Birds Eye, Carlsberg, CHEP UK, Danone Waters, Ford, General Motors, Kimberly Clark, LG Electronics, Marks and Spencer, Pilkington, Tata Steel, Velux, Weetabix and Zara.

The Norbert Dentressangle Brief

Norbert Dentressangle wanted a management development programme that would:

- Improve the abilities of their current management population and deepen the pool of management talent.
- Enable Norbert Dentressangle managers to develop and apply knowledge and skills in the areas of leadership and management that lead to measurable business improvements.
- Make Norbert Dentressangle increasingly attractive to high quality external candidates
- Reduce labour turnover among the management and potential management population.
- Provide a significant return on investment in training and development for the company.

The Northampton Business School Solution

- To develop a programme that would teach the latest management best practices in ways that would enable Norbert Dentressangle managers to immediately and directly apply their learning to the workplace.
- To integrate the taught content with Norbert Dentressangle practices to ensure direct relevance for everything that was taught.
- To assess the learning by using work based activities and projects that are added value activities in their own right.

- To use the work place as the main source of learning.
- To provide managers with a nationally recognised higher education qualification.
- To embed an ILM qualification to build on the ILM qualifications that have already been gained by many managers.

The programme is delivered through a blended learning approach ensuring the learning experience is practical, relevant and focused on the business. Taught workshops complement self-study and workbooks to minimise disruption in the workplace. Named tutor support is available via email, telephone or face-to-face for all those on the programme.

Norbert Dentressangle Benefits

- A structured management development programme is available to all prospective and newly appointed Managers and Team Leaders.
- Managers who have been in post for a long time have an opportunity to build on their knowledge and experience and gain a higher education degree.
- Participants manage and lead their teams more effectively, are more commercially aware and are able to identify and solve complex problems.
- The organisation benefits from having managers with an enhanced understanding and knowledge of the skills of management.
- The costs of the programme are more than covered by the savings that accrue from the implementation of improvement projects conducted as part of the programme.

" We have found the Foundation Degree to be a very effective way of providing the right development for our people. The work-based nature of the programme is ideal for us and our company is benefitting from better skilled managers. We are really happy with the Foundation Degree."

Chris Dolby, Learning and Development Manager, Norbert Dentressangle.

Tailored Solutions.

