

# Discover the Lancaster Senior Leader Apprenticeship

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Lancaster University Management School

Senior Leader Apprenticeship Team

*Fully funded professional development  
for current and aspiring senior leaders*

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Lancaster University  
**Management School**

# PEML: industry-driven, research-led professional development.

- Senior Leader Apprenticeships
- Bespoke Programmes
- Business Growth Programmes
- Executive MBA
- MSc Leadership Practice
- Cyber Security Executive MBA



# Benefits for Individuals

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- Learning impacts practice from Day 1.
- Academic advancement
- Personal development
- Professional growth & recognition
- Increased confidence & empowerment
- Enhanced capacity to manage self and others
- Career Progression



# Benefits for Organisations

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- Learning impacts practice from Day 1:
  - Increased engagement
  - Enhanced creativity
  - Improved productivity
- Positive for students in terms of personal, academic and career development.
- Organisations benefit from development of talent, and ideas that Apprentices bring to the table.
- Communities of practice enhance workplace collaboration.
- Cross-organisational communities of practice enhance industry development and collaboration, resulting in sustained cross-sector impact.
- Enhances talent building and succession planning.



# The Lancaster Senior Leader Apprenticeship

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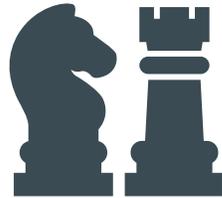
## Key Themes:



Leadership  
Practice



Leading and  
Developing Teams



Strategic Thinking  
and Behaviour



Ethical and  
Sustainable Practice



Managing Innovation  
and Change

**Personal Development \* Academic Achievement \* Professional Recognition \* Industry Accreditation**



# The SLA Programme

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- **Course:** Part-time Postgraduate Diploma (Level 7) + Senior Leader Apprenticeship Standard (Level 7)
- **Blended Delivery:** 4 x 3-day residentials + facilitated online learning + application of learning in the workplace
- **Fee:** £14,000 (funded through your organisation's Apprenticeship Service Account)
- **Course Length:** Two years including End-Point Assessment (EPA)
- **Start Points:** September each year
- **Award:** Postgraduate Diploma in Leadership Practice + Senior Leader Apprentice Award
- **Pathways:** *Executive MBA or MSc Leadership Practice*



# Admission Requirements

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- Undergraduate Degree (BA, BSc or equivalent)
  - \* Exceptions can be made in some circumstances, based on your management experience. Please talk to us for further details.
- Minimum three years management experience.
- English and mathematics at GCSE grade C (or equivalent)
  - \* Support is provided for anyone who needs to attain English and/or maths Level 2 qualifications.
- In employment, and fully supported by the employer (Apprenticeship Lead, Line Manager/Workplace Mentor)
- Resident in the UK, with at least 50% of work time in England.



# Award Pathways

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## **The Award:**

Postgraduate Diploma in Leadership Practice and the Apprenticeship (Senior Leader) Award

## **Professional Accreditation:**

Chartered Management Institute – Chartered Manager or Chartered Fellow  
The Institute of Leadership and Management – Fellow

## **Top-up Opportunities** (optional within a 5-year window, at additional cost):

Executive MBA  
MSc Leadership Practice



| Typical Programme Timeline - Year One: |                                                                                                                                                                                |
|----------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Pre-start</b>                       | <p><b>Pre-course activity</b></p> <p>Organisational liaison, enrolment and access to pre-course materials and information. Opportunity to network with other new starters.</p> |
| <b>Core Module 1 (Residential 1)</b>   | <p><b>Personal Learning and Development</b></p> <p>Continuous personal and career development and coaching module to build your reflective practitioner skills.</p>            |
| <b>Core Module 2 (Residential 1)</b>   | <p><b>Senior Leader Professional</b></p> <p>Understanding your Apprenticeship: The pathway to Senior Leadership.</p>                                                           |
| <b>Module 3 (Residential 1)</b>        | <p><b>Leadership &amp; Organisational Behaviour</b></p> <p>Explore key ideas around leadership and organisational behaviour, and evaluate your own practice.</p>               |
| <b>Module 4</b>                        | <p><b>Human Resource Management</b></p> <p>Managing people to achieve better performance through engaged and productive employees.</p>                                         |
| <b>Module 5 (Residential 2)</b>        | <p><b>Business Ethics &amp; Sustainability</b></p> <p>Be exposed to ethical, environmental and social issues and examine assumptions and consequences.</p>                     |
| <b>Module 6</b>                        | <p><b>Accounting &amp; Finance</b></p> <p>Understand finance in organisations: using financial information in strategic decision-making.</p>                                   |
| <b>Module 7</b>                        | <p><b>Managing Strategic Change</b></p> <p>Managing change in a structured, thoughtful way to meet organisational goals, objectives, and missions.</p>                         |
| <b>Module 8</b>                        | <p><b>Operations Management</b></p> <p>Discuss the key integrating role of operations as the connection between strategy and the delivery of a product or service.</p>         |

## Typical Programme Timeline - Year Two:

|                                                |                                                                                                                                                                                                                                                                                                                                             |
|------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Module 9</b>                                | <b>Entrepreneurial Decision Making</b><br>Consider the question “how entrepreneurial are you?” Explore entrepreneurial approaches to challenges.                                                                                                                                                                                            |
| <b>Module 10<br/>(Residential 3)</b>           | <b>Business Economics</b><br>Learn the fundamental concepts of economic analysis to aid good decision making.                                                                                                                                                                                                                               |
| <b>Module 11<br/>(Residential 4)</b>           | <b>Strategic Business Planning</b><br>Develop knowledge and skills of building a business case for your organisation. Builds directly into your EPA.                                                                                                                                                                                        |
| <b>Workshop<br/>(Residential 4)</b>            | <b>Marketing</b><br>Introducing the fundamentals of marketing for leaders and managers.                                                                                                                                                                                                                                                     |
| <b>Gateway Period<br/>(typically 5 months)</b> | <b>Apprenticeship Portfolio</b> – to demonstrate how the Apprenticeship Standard has been met.<br><b>Strategic Business Proposal (SBP)</b> - written proposal, ready to implement, signed off at an appropriate senior level.<br><b>Presentation</b> - 20 minute presentation which summarises and highlights the main elements of the SPB. |
| <b>End Point Assessment</b>                    | 2 hour assessment, with the Apprentice and the End Point Assessor.<br>1 hour – Presentation by Apprentice, followed up with questions from EPA.<br>1 hour – Discussion and questions related to the Portfolio.                                                                                                                              |



# Features of the Lancaster SLA:

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- Focus on work-based professional development
- Accreditation of Prior Learning
- SLA Standard embedded into the academic programme
- Integrated portfolio building activities
- Direct involvement of client companies (Apprenticeship Leads & Line Managers)
- Action research & collaborative enquiry
- Reflective practice
- Top-up opportunities



# Additional Activities & Services:

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- Facilitated diverse learning activities
- Support for planning 'off the job' (OTJ) time
- Postgraduate study support
- Apprenticeship Mentor & Academic Coach
- Careers and employability coaching
- Safeguarding, Prevent, & British Values mandatory training
- Professional alumni networks within and across organisations



# OTJ (off-the-job) learning

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**Apprentices must spend a minimum of 20% of their working hours in OTJ learning activities.  
An OTJ log must be kept by apprentices.**

- Around 80% of this time is allocated to University activities, for example:
  - 12 days' residential, private study, assessment preparation, group activities and tutorials
  - Coaching and mentoring, delivered flexibly
- The remaining 20% is individually negotiated with the work-place mentor/line manager, recognising and valuing learning outside the classroom
- We support line managers to identify and plan these activities in the *Apprentice Commitment Statement* and regular *tripartite reviews*



# Next Steps for **Apprenticeship** Candidates

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- ✓ Confirm Apprenticeship funding is available
- ✓ Complete Employer approval processes
- ✓ Obtain line-manager support for apprentice commitment requirements
- ✓ University Application and Enrolment
- ✓ Pre-enrolment meeting with Line Manager, Candidate and University Mentor
- ✓ Complete Skills Scan
- ✓ Planning session to review Skills Scan
- ✓ Engage with pre-programme resources



# Next Steps for **Line Managers**

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## Meet with your apprentice to:

- ✓ Negotiate the logistics of 20% off the job time allocation, in preparation for completing the *Commitment Statement*
- ✓ Familiarise yourself with the Apprenticeship Standards
- ✓ Review Skills Scan to identify opportunities for apprentice activities and achieving the Apprenticeship Standards
- ✓ Explore ideas for work-integrated business proposals in Year 2
- ✓ Alongside normal 1-1 meetings, timetable termly review meetings, to include University Learning Mentor



## Impact at both the personal and organisational level (Apprenticeship Lead):

*...It was very much about developing the workforce...*

*...it's about making sure that we're developing the managers, the senior leaders of the future...*

*...it seemed an ideal opportunity to do this with the academic and the practice running side by side...*

*...but coming out the other end, absolutely, it's about the growth of the individual... the confidence, the ability to do their job more effectively.*

*...equally, the spin off has been the projects, [they] have had long term impact...*

*...and I think that's incredibly powerful, having the tools and the models, everything there...*



# Contact us

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If you'd like to discuss the Senior Leader Apprenticeship in more detail, please contact our team through the channels below, and we'll be delighted to speak with you



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<http://tiny.cc/lu-sla>

<https://www.lancaster.ac.uk/study/postgraduate/postgraduate-courses/leadership-practice-apprenticeship-pathway-pgdip/>



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