

## EQF/MQF LEVEL 6

# Award in Strategic Learning and Development

LW/M/026

### COURSE DESCRIPTION

This course critically examines the importance of leading and supporting a Learning and Development strategy in an organization as it qualifies employees with the right skills and knowledge, crucial in today's competitive business environment.

Learning and Development strategy will not only impact the culture of an organisation. but also affect an organisation's ability to respond to the market's internal and external forces, demands of change, and geopolitical events. It is therefore an important element in the portfolio of skills that a manager should possess.

It will equip managers in developing a targeted Learning and Development strategy, to putting it into practice by building the learning culture and landscape within the organization.

In this process, the learner will identify key learning needs, analyze skills gaps, and use learning analytics to evaluate the effectiveness of learning interventions. Lastly, the learner will immerse in mentoring and coaching and learn the skills to set up managerial mentoring and coaching programs.

### COMPETENCIES

- Carry out effective learning and development needs analysis.
- Be responsible for strategic direction for Learning and Development activities within the organisation

- Collaborate with other managers a Learning and Development strategy by considering short and long-term human resources requirements.
- Comply the essential theoretical framework within which you can use a coaching approach with confidence and knowledge.

**DURATION** 10 weeks

**CREDIT VALUE** 10 ECTS

**MODE OF TRAINING** Learners shall be subject to interactive and intellectual discussions with assigned tutor which is an expert within the field of what is being researched. In this particular module learners however are expected to be rather autonomous in conducting, analysing and presenting research with minimal contact hours with supervisor.

**ASSESSMENT** Case Study (30%), Assignment (70%)

**LECTURER:** Ms Laura Sue Armeni

### LEARNING OUTCOMES

By the end of the course, students will be able to:

- Evaluate the meaning and aims of a Learning and Development strategy
- Argue critically the importance of a Learning and Development strategy for employees and the benefits for the overall success of the organization.
- Apply a Learning and Development strategy which is in unison with organisational strategy.
- Evaluate the learning needs and design an effective L&D practice.

**Contact Hours:** 50

**Placement Hours:** -

**Self Study Hours:** 190

**Assessment Hours:** 10

**Total Learning Hours:** 250



- Compare critically the theories of learning both classical and more recent ones.
- Evaluate how learning takes place and happens and how to measure the effectiveness of learning.
- Construct different approaches to learning delivery, including face-to-face training and facilitation, technology-based learning, social and collaborative learning.
- Evaluate critically the developments of mentoring and coaching and how they have evolved.
- Apply the key principles and skills of mentoring and coaching as a tool for learning and development.

### **ENTRY REQUIREMENTS**

Be in possession of Minimum Level 4 certification from a recognised local or foreign awarding body or A-level standard of education,

MQF Level 5 (60 ECTS) Diploma in Leadership and Management or an Equivalent qualification at MQF Level 5 in a Business and Management related field.

Candidates may apply for recognition for prior learning (PRL) for up to 50% of the total ECTSs for this programme as per MFHEA's guidelines.

Have at least 5 years' experience in a management position. Preference will be given to those applicants who have work experience in the area of study.

Have a good command of oral and written communication in English with a level of proficiency in English equivalent to at least IELTS Level 6.a

### **FUNDING**

Applicants may get up to 70% of the fee back through the Get Qualified Scheme.

### **PART-TIME**

Lectures are held twice a week in the afternoon on a part-time basis.