



GABM

Global Academy of
Business & Management

GABM Global Academy of Business and Management is most renowned online academy offering graduate and designation qualification's, short courses and mini-MBA in 10 management specializations through quality education and management certification around the world.

STRATEGIC LEADERSHIP MANAGEMENT

Programme specification and Study guide



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FOREWORD

It is not expected that all answers will be found in this text. Unforeseen question will arise and answers will be needed. Students should begin addressing their questions to office of the executive education and professional certification of the academy. In most cases the student's academy officer or director or graduate secretary or associate director will be able to provide the required information. Complex issues may require further advice or action from the academy board or commission.

Please note that in order to develop and improve the course, it may be necessary on occasions to amend or revise the details given in this course guide. We are pleased to hear your views and welcome suggestions for ways of improving the operation of the course.

ABOUT THIS GUIDE

This course guide has been designed to help you plan your course. You are encouraged to read this guide through now. It will be a considerable advantage to you to be familiar from the outset with the various aspects of your study that are described. It may be that the relevance of some of the sections will not be immediately obvious. Keep it somewhere accessible, so that you can refer to it as needed.

This programme specification provides a concise summary of the main features of the programme and the learning outcomes that a typical student might reasonably be expected to achieve and demonstrate if he/she takes full advantage of the learning opportunities that are provided.

WELCOME

On behalf of GABM Global Academy of Business and Management Team I would like to extend to you a very warm welcome and wish you every success in your studies at GABM.

The Academy experience and academic success is all about the effort you put into learning and making the most of the wide range of opportunities available to you. We welcome students who are eager to think for themselves to take control of their own learning and who are ready to get involved in developing the skills required in a highly competitive job market.

You will need to demonstrate good time management skills, independent learning, flexibility and discipline in order to achieve a study work-life balance. We believe it is important that you are encouraged to make your own contribution to the effective operation and development of your chosen course. We are, therefore keen to hear your views and would welcome any suggestions that you may have about ways of improving any aspect of your course and / or the student experience here at GABM Global Academy.

I congratulate on securing your place on our GABM Global academy qualifications. I hope you find your time with us demanding, rewarding and enjoyable. The programme has been developed following themes implemented upon various professional training and management development courses.

Our training and education aimed at enhancing the skills of qualified professionals, engineers and managers. Our qualification formalizes this training and education into a full academic qualification, for which there is a strong demand both in India and Overseas.

May I wish you the very best of luck in your training, education and indeed in your career.

STRATEGIC AND LEADERSHIP MANAGEMENT

Summary Programme Details

GRADUATE QUALIFICATION

Title of the qualification award (1)		Graduate Certificate in construction management
Credits Points		200
Level of award		5(Refer Global academy qualifications framework for more info)
Entry Requirements		Secondary school / Graduate/ Fresher's
Modules		7 Core
Electives		3 Electives
Fees		Indian Students : 12,999 / - Rs (including GST) International Students : 200 (USD)
Title of the qualification award (2)		Graduate Diploma in construction management
Credits Points		260
Level of award		5 (refer Global academy qualifications framework for more info)
Entry Requirements		Bachelor Degree / Final year students can apply
Modules		10 Core
Electives		3 Electives
Fees		Indian Students : 14,999 / - (including GST) International Students : 250 (USD)

DESIGNATION QUALIFICATIONS

Designation Title	Certified Human Resource Professional (CHRP)
Credit points	360 Points
Level of award	6(refer Global academy qualifications framework for more info)
Entry Requirements	Bachelor degree with Graduate certificate from GABM.
Modules	10 Core and 3 electives with PR
Fees	Indian Students : Rs. 14,999 / - (including GST) International Students : 250 (USD)
Designation Title	Certified Human Resource Manager (CHRM)
Credit points	360 (all Modules core and electives) with PR
Level of award	6 (refer Global academy qualifications framework for more info)
Entry Requirements	Bachelor degree with 2 years' experience
Fees	Indian Students : Rs. 18,999 /-(including GST) International Students :300 (USD)
Designation Title	Certified Human Resource Director (CHRD)
Credit points	360 (all Modules and electives) with PR
Level of award	7 (refer Global academy qualifications framework for more info)
Entry Requirements	Bachelor degree with 5 years' experience
Fees	Indian Students :24,999 / - Rs (including GST) International Students : 350 (USD)

SUMMARY PROGRAMME DETAILS (CONT.)

VALIDATION

Validating Institution	GABM Global Academy of Business and Management
Date of Last Validation	October 2020
Date of next periodic review	October 2023

PROFESSIONAL ACCREDITATION

Accrediting body:	American Management Institute (AMI)
Date of last programme accreditation	October 2022
Date of next periodic review	September 2023
Accrediting body:	International Accreditation organization
Date of last programme accreditation	October 2020
Date of next periodic review	September 2025
Accrediting body:	European accreditation council for online learning
Date of last programme accreditation	October 2022
Date of next periodic review	September 2023
Accrediting body:	United states distance learning association
Date of last programme accreditation	October 2022
Date of next periodic review	September 2023
Accrediting body:	The international association for continuing education and training
Date of last programme accreditation	October 2022
Date of next periodic review	September 2023
Accrediting body:	International accreditation bureau for distance learning
Date of last programme accreditation	September 2022
Date of next periodic review	September 2023

LEARNING MATERIAL APPROVAL

Approving and Reviewing Body	American Management Institute (AMI)
Status	Approved
Approving and Reviewing Body	World certification Institute
Status	Approved
Approving and Reviewing Body	The CPD Certification Service, UK
Status	Approved
Approving and Reviewing Body	CPD Group , UK
Status	Approved
Approving and Reviewing Body	International Board of Certified Trainers (IBCT)Netherlands
Status	Approved

PROGRAMME OVERVIEW

RATIONALE

This is the ideal programme for individuals in the private and public sector, who are seeking greater understanding about utilizing leadership to drive greater results. The programme gives you a variety of strategies in order to co-ordinate, develop and manage in a diverse and competitive environment.

The programme will help organizations to retain and develop talent, build management and leadership capability and bring an extra dimension to existing professional development within their organization.

This programme is specially designed for experienced managers seeking to develop practical skills whilst working towards an academy award. In providing a general management qualification, the programme is suitable for managers from all functions and all industry sectors.

QUALIFICATION FRAMEWORK

The Programme maps closely to the Global academy qualifications framework prepared by GABM office of executive education and professional certification.

ENTRY REQUIREMENTS

Entrants to this programme are normally required to have attained the following.

- Applicants should either have at least Secondary school or entry to bachelor degree for Graduate certificate
- Students who have completed bachelor degree / fresher or final year students can apply for Graduate diploma.
- Bachelor degree with one of the graduate certificate from GABM for Professional certificate
- Bachelor degree with 2 years' experience for Managerial certificate.
- Bachelor degree with 5 years' experience for Director Certificate.
- A good honors degree or equivalent in a relevant subject or equivalent industrial and work experience in construction management or other related field.

WHAT YOU'LL LEARN

This transformational programme will develop your critical thinking, analysis and reflection skills. It will enable you to take a deep dive into leadership theory through the lens of your own workplace experiences. You will develop your own leadership identity as well as understanding that it means to be a business leader in a global context. You will expand your knowledge of strategic and leadership through critically exploring.

- Leadership theory
- Strategic decision-making in complex systems
- Innovation and change
- Sustainability

This will prepare you and your organization for a future you can shape.

PROGRAMME PROGRESSION

All modules on this Programme are set at Global academy qualification framework level 6 (Masters level) and there are no co-requisites or prerequisites in the study programme. Assessments are conducted in accordance with the GABM General and Academic Regulations for Students and the GABM Postgraduate Programme Assessment, Progression and Award Regulations.

AWARDS

- Graduate certificate in Strategic and Leadership management
- Graduate Diploma in Strategic and Leadership management
- Certified Strategic and Leadership Professional (CSLP)
- Certified Strategic and Leadership Manager (CSLM)
- Certified Strategic and Leadership Director (CSLD)

Awards are conferred in accordance with the GABM General and Academic Regulations for Students and the GABM Postgraduate Programme Assessment, Progression and Award Regulations.

CAREER PROSPECTS

Afterwards, you'll be ready for a successful management career in profit and non-profit organizations anywhere in the world. Most of them work as consultants or managers at large corporate or consultancy firms in financial services or in the food and beverage industry.

IS IT RIGHT FOR ME

Virtually all aspects of this programme have an international flavor. The course content, and ultimately your career prospects upon graduation. If you thought this- and the prospect of an international career in strategic and leadership management - excites you, then this programme is right for you.

YOUR DEVELOPMENT

The design of the programme allows you to apply your knowledge to real world problems and challenges. You will formulate practical solution to enhance your leadership practice and gain skills enabling you to,

- Engage in leadership practice which is inclusive, critically reflective and collaborative.
- Manage complexity, ambiguity and uncertainty and be pragmatic.
- Take personal accountability aligned to clear values.
- Act with integrity in challenging situations.

From beginning to end, therefore you and your organization will benefit from investment in this programme.

WHAT DOES THE COURSE SET OUT TO ACHIEVE

Are you ready to explore how every part of a company or not for profit organization interacts and synergizes with each other -internally and externally? Do you want to learn how you can develop business and corporate strategies that are effective, successful and beneficial for all stakeholders?

This programme arms you with the concept, methods and tools rooted in theory and empirical research to frame, analyze and solve the strategic challenges of complex organizations. You'll also pick up a lot of valuable knowledge and practical skills from strategic practitioners and interactions with corporate partners in which you investigate business and corporate strategies and learn about strategic change and dynamics.

You'll focus on subjects such as growth, innovation, global strategy, corporate strategy, mergers and acquisitions, ownership and governance in the core courses.

WHY CHOOSE THIS MAJOR

Throughout this course, you will gain a holistic view of strategic management exploring the subject in a global context and across professional disciplines. Your learning will be enriched by an international and multi-disciplinary student cohort, all sharing experiences, local practices and cultures.

Throughout the course, you'll develop the ability to develop, implement and lead innovative strategy an attractive and valuable skill set sought by employers worldwide.

LEARNING AND TRAINING METHODS

The Human Resource management programme uses a number of different assessment techniques that will allow you to demonstrate your understanding of concepts and issues covered. These may be broadly categorized as 'coursework' which may be in the form of individual or group assignments, practical problem-solving exercises and presentations.

It should be emphasized that the purpose of assessment is not only grade you, and provide information to facilitate management of the course, but also to provide feedback to you. In this manage it accordingly. You should keep all the returned assessment work in a file as you may have to submit this at the end of the programme for the academy to assess.

Individual model leaders will distribute information on the methods of assessment used, and their weighing at the start of each module.

ASSESSMENT STRATEGY

The assessment strategy for each module will be outlines within the module. The modules will be assessed as coursework. Each of the assessments that you complete will assess a series of learning outcomes defined in the modules. Note that within some modules you may complete assessments that do not carry marks, these are termed formative and are an opportunity for you to gain feedback on your progress that will help you in your summative (marks carrying) assessments.

NOTIFICATION OF ASSIGNMENTS

You will be notified of assessments by the academy. They will advise you of the requirements, the marking criteria and of the respective submission dates during one or more of the timetabled sessions.

Submission of coursework assignments is typically by one of two methods. Paper submissions are made to the address of the academy. Electronic submissions are made through email or through myglobal platform.

REFERENCING

For most of your assignments you will be expected to do some further reading and you are required to think and produce increasingly original work, around the work of others. You need to give suitable credit to those that have produced the work that you are using.

The default referencing is the GABM referencing system (a guide to this system can be found on the course space, accessed through the student portal). Please use this unless you are directed differently within your assignment brief.

FEEDBACK FOLLOWING ASSESSMENTS

You will be provided with generic feedback for in module formative and summative elements of assessment which contribute to a module within 15 working days of the scheduled submission date. Generic feedback on end of module assessment will be made available within 15 days of publication of results. Feedback may be oral, written, posted on a website or other.

The module tutors have a variety of methods for helping you to improve your performance. They will often give you direction prior to the deadline in the form of feed forward pointers based on their experiences of delivering similar learning and assessment before use this to gain a better understanding of what is expected of you.

STUDY SUPPORT

INDUCTION MODULE

All students are expected to complete the non-credit bearing Induction Module before the programme commences. The Induction Module is designed to equip students with the skills they need to study at GABM. The topics covered include:

- Studying at a distance
- Understanding your learning style
- How to manage your time
- Reading actively and critically
- Introduction to the e-library
- Developing academic writing
- Writing in your own words - a guide to how to reference your work

The resources within the Induction Module are available to students throughout the duration of their study with GABM.

STUDENT LEARNING SUPPORT

The Programme is delivered via the online and distance learning and support is provided online giving students' access to GABM tutors and other students worldwide.

The GABM Programme administrator or Director of the academy will act as the main point of contact to students throughout the duration of their Programme. The academic team will guide and support students' learning. Other GABM teams provide support for assignments, exams and technical issues.

Each student, whatever their location, will have access to a wealth of library and online materials to support their studies.

ENGLISH LANGUAGE SUPPORT

English is the common language for all programmes. It is appreciated that some students will need additional support. Therefore, the GABM provides learning resource to help students whose first language is not English.

ASSESSMENT

Assessment for the course is based primarily on coursework. In some modules tests are used to confirm knowledge and understanding of core concepts. In modules where enquiry-based learning is used, the scenarios adopted will provide the vehicles for the coursework. For the dissertation / thesis module, the assessment is based on an individual piece of research conducted by the student and culminating in the submission of a dissertation / thesis.

ACADEMIC PERFORMANCE

Students will receive a written evaluation of their academic progress, performance and professional potential. This evaluation will assist students to define their strength and weakness allowing the student to work on improving the weaker performance areas.

COURSE / MODULE WAIVER

Students requesting course waivers must compile suitable documentation for how the proposed course is comparable. Suitable documentation may include but is not limited to course syllabi, examinations, term papers, bibliographies, textbooks, reading lists and lecture notes. Lack of suitable documentation may result in denied request. Once documentation is compiled, students will request written permissions from their committee and the instructor of the course to be waived. After completing the proceeding steps, students must submit all materials to the academy.

CREDIT SHARING POLICY

If your programme includes more than 200 points, then you may share up to 30% of the total credits with another graduate or designation qualification credential.

NON- COMPENSABLE MODULES

None

INFORMATION ABOUT ASSESMENT REGULATIONS

GABM Global academy of business and management assessment regulations apply to this programme.

PARTICULAR SUPPORT FOR LEARNING

- Learning enhancement team
- Learning resources
- Programme handbook and module handbooks
- Access to progression and support advisors
- MyGlobal

REFERENCE POINTS

- Programme specification guidelines.
- GABM student handbook
- Global Academy qualifications framework
- GABM policies and procedures

PROGRAMME OVERVIEW AND AIMS

PROGRAMME OVERVIEW

This programme in strategic and leadership management is for professionals who want to build on their management experience and progress their leadership career.

This programme will give you the tools and the knowledge to lead high performing teams, drive organizational change and develop robust strategic direction.

You will gain a broad perspective of the complexities within organizations and the issues affecting success and failure. The programme will help you to understand how to enhance your own impact as a leader, develop a deep understanding of how to deal with change and uncertainty, and increase your ability to think about organizational issues and opportunities in different ways.

The programme attracts a diverse cohort which gives students the opportunity to build a strong network of like-minded professionals across a wide range of sectors

PROGRAMME AIMS

- Develop individual skills and prepare participants for leadership career progression in their chosen industry sector, mainly through development of their technical knowledge and skills, and their conceptual and analytical abilities.
- Prepare participants for leadership roles in which they will be expected to contribute towards the functional and strategic management of their organization.
- Enable participants to see ways in which theory can be applied in practice to complex issues with the aim of improving business and management practice.
- Provide a relevant, practical and constantly updated programme through close links with business organizations.

COURSE DESCRIPTION

A robust strategy, implemented well and managed effectively, enables organization to operate competitively and to thrive in ever changing, increasingly, challenging business landscape.

The success of a strategy's execution depends largely on the talent and capability of its leadership. Without these, even the sharpest of strategies won't yield the desired outcomes.

The strategic and leadership management programme has been designed with input from successful business professionals to address strategic needs of global organizations through to small and medium enterprise. It aims to prepare you to be a key player in your organizational success.

This programme will provide an advanced understanding of key strategic business disciplines through practical application and leading edge theory.

You will gain a fundamental understanding of how to plan formulate and execute strategy through innovative and entrepreneurial approaches. Core and optional modules will cover areas such as internationalization, corporate sustainability, human capital and talent management, accounting and finance, marketing and risk management. All highly applicable to the global business environment, today and tomorrow

LEARNING OUTCOMES

A. KNOWLEDGE AND UNDERSTANDING LEARNING OUTCOMES

Upon successful completion of the programme you should be able to demonstrate that you have achieved a number of key learning outcomes to a level appropriate for the award of graduate or designation qualifications of the academy.

- In particular, you should be able to show that you can,
- Define and explain key terms and parameters within the discipline.
 - Be aware of the range of theories and models available for supporting and understanding a range of business strategy, leadership and problems and appreciate the theories and models.
 - Critically evaluate the role of business strategies, leadership and change, within the international context including how policies, programmes, strategies and resources are selected and implemented.

TEACHING/LEARNING METHODS AND STRATEGIES

Module delivery follows a standard format incorporating a range of subject appropriate resources suitable for the online distance learner. This may include, but is not limited to, video visual presentations, interactive case studies and online journals. Modules will be supported by a core e-book.

In the Postgraduate Research Project module, self-directed learning and problem solving combined with supervisor consultation further enhances knowledge and understanding, focusing on students' own chosen research topics.

Throughout the programme, students are encouraged to undertake independent study and enquiry to broaden their knowledge and understanding of the subject.

ASSESSMENT METHODS

Formative assessment opportunities and feedback are provided throughout the programme. These vary in format and may include self-assessment assignments and tutor guided discussion. All are designed to motivate and support the student. Summative assessment methods and formats vary across the modules and are appropriate to the module and its stated learning outcomes.

B. COGNITIVE SKILLS LEARNING OUTCOMES

By the end of the Programme students should be able to demonstrate how to:

- Identify and specify exact boundaries to business strategy, leadership and change problems.
- Apply problem solving skills to various business strategy, leadership and change scenarios.
- Generate strategic options for resolving business strategy leadership and change with reference to organizations and project management.
- Use of independent research using a range of library and practitioner resources.

TEACHING/LEARNING METHODS AND STRATEGIES

Students learn cognitive skills through working through a series of real life problems and seeking solutions by reading and interpreting research articles, by listening and discussing a series of topics and theories, by identifying suitable research articles to support their learning and their dissertation, and by applying theory to a specific problem and producing a significant piece of work based on their analysis.

ASSESSMENT METHODS

Students cognitive skills are assessed by course-work which requires them to access data analyze and interpret it and write reports.

Also the planning, implementation and production of report will give students ample opportunity to think, plan and identify their weakness and work through these to solve specific problems.

C. PRACTICAL AND PROFESSIONAL OR SUBJECT SKILLS

LEARNING OUTCOMES

- The programme will enable students to develop a critical understanding of the principal, theories, concepts and techniques of business strategy, leadership and change.
- The programme will provide opportunities for students to develop a range of specialized skills, techniques and practices within business strategy leadership and change that are informed by the forefront of developments within these disciplines. For example students will be able to apply theories, concepts and techniques of business strategy, change and leadership in practical contexts in order to develop and evaluate alternative strategies change management programmes and leadership styles.
- To provide students with an interdisciplinary foundation so that they can identify, conceptualize and define new problems and issues associated with practice, innovation and implementation of process and techniques central to organizations and business performances.
- To provide opportunity for students to develop a wide range of communication, and initiative in professional and equivalent activities as found in managing business performance practice

TEACHING/LEARNING METHODS AND STRATEGIES

Students are encouraged to share knowledge and ideas in relation to financial and accounting management. A range of online activities require students to analyze given information and make reasoned decisions.

ASSESSMENT METHODS

A range of formative assessment activities are utilized to help develop the ability to analyze problems and provide reasoned advice.
Summative assessment tests that the students have formulated appropriate strategies for financial and accounting management

PROGRAMME STRUCTURE

Module Code	Module	Core / Elective	
SLM - 101	Essentials of Leadership and management	Core	20
SLM - 102	The Organizational Setting	Elective	20
SLM - 103	Influence and relationships	Elective	20
SLM - 104	Developing a high performance culture	Elective	20
SLM - 105	Leadership theories and Models	Core	20
SLM - 106	Basic Concepts of Strategic management	Core	20
SLM - 107	Corporate Governance	Core	20
SLM - 108	Social Responsibilities and ethics in strategic management	Core	20
SLM - 109	Business Strategy	Core	20
SLM - 110	Corporate Strategy	Core	20
SLM - 111	Strategy implementation : Organizing for action	Core	20
SLM - 112	Strategy Implementation: Staffing and Directing	Elective	20
SLM - 113	Evaluation and Control	Elective	20

DISTINCTIVE FEATURES OF THE PROGRAMME

- The Induction Module.
- The flexibility to choose the start date.
- Syllabus maps fully to the Global Academy Qualifications Framework.
- The flexibility for students to choose the pace of their study.
- The ability to interact with students from different Programmes and in varied geographical locations locally and internationally via the Mygabm.
- International professional, personal and academic networking opportunities.
- The programme and its syllabus is internationally recognized.
- Availability of interim awards either Graduate Certificate or Graduate Diploma.
- Availability of Designation Qualifications in Construction Management.

PROGRAMME CURRICULUM MAP

Module Code	Graduate Certificate	Graduate Diploma	Certified Strategic and Leadership Professional	Certified Strategic and Leadership Manager	Certified Strategic and Leadership Director
Essentials of Leadership and management	✓	✓	✓	✓	✓
The Organizational Setting	✓	✓	✓	✓	✓
Influence and relationships	✓	✓	✓	✓	✓
Developing a high performance culture	✗	✓	✓	✓	✓
Leadership theories and Models	✓	✓	✓	✓	✓
Basic Concepts of Strategic management	✓	✓	✓	✓	✓
Corporate Governance	✓	✓	✓	✓	✓
Social Responsibilities and ethics in strategic management	✗	✓	✓	✓	✓
Business Strategy	✓	✓	✓	✓	✓
Corporate Strategy	✓	✓	✓	✓	✓
Strategy implementation : Organizing for action	✓	✓	✓	✓	✓
Strategy Implementation: Staffing and Directing	✓	✓	✓	✓	✓
Evaluation and Control	✗	✗	✗	✓	✓
Assignments	✓	✓	✓	✓	✓
Project Report - 100 Points	✗	✗	✓	✓	✓
Credit Points	200	240	340	360	360

ASSESSMENT PATTERN

The GABM global academy consists of variety of assessment modes.

Assessed assignments (in essay , report, problem, case studies or short question format)

Written examination papers.

Project report submission.

The exact combination of assessment vary from programme to programme and from module to module.

Graduate certificate in Strategic and Leadership management	1 Assignment	200
Graduate Diploma in Strategic and Leadership management	2 Assignments	240
Certified Strategic and Leadership Professional (CSLP)	3 Assignments	340
Certified Strategic and Leadership Manager (CSLM)	3 assignments with project report	360
Certified Strategic and Leadership Director (CSLD)	3 assignments with project report	360

Note: Assignments and patterns are subject to change without notice; candidates are required to contact office of executive education and professional certification of the academy for respective programme before start of the course.

MODULE DESCRIPTIONS

Module Code	SLM - 101
Module Title	Essentials of Leadership and management
Credit Value	20
Pre-requisites	None
Co-requisites	None
Prohibited combinations	None
Telephone	080 - 26591957
Email	studentsupport@mygabm.com

MODULE DESCRIPTION

This module is About Essentials of Leadership and management.

MODULE LEARNING OUTCOMES

- Explore the relationship between leadership and management in contemporary organizations.
- Identify the diverse roles of the modern manager and explore your strengths and preferences.
- Explore why leaders need to be self-aware and practice techniques to develop self-awareness.

MODULE SYLLABUS

a.	What is relationship between management and leadership
b.	The eight roles of the managerial leader
c.	Applying the framework at different management levels
d.	The managerial leader
e.	Developing as a leader
f.	What is self-awareness
g.	The power of reflection
h.	Learning through reflection
l.	Models of leadership
j.	Being a leader
k.	The right style for the right situation
l.	Leadership and relationship

MODULE DESCRIPTIONS

Module Code	SLM - 102
Module Title	The Organizational Setting
Credit Value	20
Pre-requisites	None
Co-requisites	None
Prohibited combinations	None
Telephone	080 - 26591957
Email	studentsupport@mygabm.com

MODULE DESCRIPTION

This module is About The Organizational Setting.

MODULE LEARNING OUTCOMES

- Explore why organizational structure and culture need to be aligned if an organization is to achieve its strategic goals.
Review how organizational structures are changing to enable organizational to become more agile and responsive to their stakeholders.
Explore how organizations can influence the development of a high performance culture as a source of competitive advantage.
Evaluate the culture of your organization and team and assess what this means for effective management practice.

MODULE SYLLABUS

a.	Organizational structure and culture in balance
b.	The formal organization
c.	The informal organization
d.	Structure and culture in balance
e.	Organizational structures from hierarchies to network organizations
f.	Functional organizations: enhancing operational efficiency
g.	Divisional structures: Providing focus
h.	Matrix Structures: Providing a dual focus
l.	Network structures : the key to flexibility
j.	Choosing the right structure
k.	What kind of organizational culture do you have?
l.	Artifacts are visible
m.	Values bind people together

n.	Underlying assumptions
o.	Influencing culture
p	Managing subcultures
q.	Working across cultural / boundaries

MODULE DESCRIPTIONS

Module Code	SLM - 103
Module Title	Influence and relationships
Credit Value	20
Pre-requisites	None
Co-requisites	None
Prohibited combinations	None
Telephone	080 - 26591957
Email	studentsupport@mygabm.com

MODULE DESCRIPTION

This module is about Influence and relationships.

MODULE LEARNING OUTCOMES

- Discover how to build your personal power and broaden your range of influencing tactics.
- Learn how to adjust your communication style to improve your interactions with other people.
- Assess your emotional intelligence and explore its importance to building effective relationship.
- Explore how your beliefs can act as a barrier in relationship and how you can manage this.

MODULE SYLLABUS

a.	Introduction
b.	Power of influence
c.	Influencing tactics
d.	Building your power base
e.	Network power
f.	Emotionally intelligent leadership
g.	Coleman's model of emotional intelligence
h.	Belief and behaviors
l.	Where do belief's come from
j.	Belief's and assumptions

MODULE DESCRIPTIONS

Module Code	SLM - 104
Module Title	Developing a high performance culture
Credit Value	20
Pre-requisites	None
Co-requisites	None
Prohibited combinations	None
Telephone	080 - 26591957
Email	studentsupport@mygabm.com

MODULE DESCRIPTION

This module is about Developing a high performance culture.

MODULE LEARNING OUTCOMES

- Explore how you can create the essential conditions for empowerment.
- Learn how to create and communicate a vision that gains the buy in of stakeholders and gives individuals a clear sense of purpose.
- Evaluate how your leadership style supports empowerment within your team.
- Apply a coaching model to develop confidence and capabilities of team members.

MODULE SYLLABUS

a.	The conditions for empowerment
b.	The empowered mindset
c.	Crafting vision and meaning
d.	Vision and stakeholders
e.	Vision and creativity
f.	Connecting people to the vision
g.	How participative is your leadership style
h.	When should I involve others in decision making
i.	Who should participate
j.	How participative should decision making be
k.	Empowerment and delegation
l.	Five steps to delegation
m.	Coaching questioning and feedback
n.	What is coaching
o.	The coaching cycle
p.	Questioning and challenging
q.	Towards a coaching culture

MODULE DESCRIPTIONS

Module Code	SLM - 105
Module Title	Leadership theories and Models
Credit Value	20
Pre-requisites	None
Co-requisites	None
Prohibited combinations	None
Telephone	080 - 26591957
Email	studentsupport@mygabm.com

MODULE DESCRIPTION

This module is about Leadership theories and Models

MODULE LEARNING OUTCOMES

- Give a brief introduction about leadership theories and models.
- Differentiate between Leadership and Management.
- Explain leadership theories and models.
- Explain traits theories of leadership.
- Explain behavioral theories of leadership.
- Explain contingency theories of leadership
- Explain integrate theories of leadership

MODULE SYLLABUS

a.	Introduction
b.	Leadership Vs. Management
c.	Leadership theories and Models
d.	Examples of trait theories of leadership
e.	Example of behavioral leadership theories
f.	Example of contingency leadership theories
g.	Example of Integrate leadership theories
h.	Example leadership

MODULE DESCRIPTIONS

Module Code	SLM- 106
Module Title	Basic Concepts of Strategic management
Credit Value	20
Pre-requisites	None
Co-requisites	None
Prohibited combinations	None
Telephone	080 - 26591957
Email	studentsupport@mygabm.com

MODULE DESCRIPTION

This module is about Basic Concepts of Strategic management

MODULE LEARNING OUTCOMES

- Understand the benefits of strategic management.
- Explain how globalization and environmental sustainability influence strategic management.
- Understand the basic model of strategic management and its components.
- Identify some common triggering events that act as stimuli for strategic change.
- Understand strategic decision- making modes.
- Use the strategic audit as a method of analyzing corporate functions and activities.

MODULE SYLLABUS

a.	The study of strategic management
b.	Phrases of strategic management
c.	Benefits of Strategic Management
d.	Globalization and Environment sustainability
e.	Challenges to strategic management impact of globalization
f.	Impact of environment sustainability no need
g.	Theories of organizational adaption
h.	Creating a learning organization
l.	Basic model of strategic management
j.	Environmental scanning
k.	Strategic formulation
l.	Strategy implementation
m.	Evaluation and control
n.	Initiation strategy:Trigerring events

o.	Strategic Decision making
p	What makes a decision strategic
q.	Mintzberg's modes of strategic decision making
r.	Aid to better decision
s.	The strategic audit : Aid to Strategic decision making

MODULE DESCRIPTIONS

Module Code	SLM- 106
Module Title	Basic Concepts of Strategic management
Credit Value	20
Pre-requisites	None
Co-requisites	None
Prohibited combinations	None
Telephone	080 - 26591957
Email	studentsupport@mygabm.com

MODULE DESCRIPTION

This module is about Basic Concepts of Strategic management

MODULE LEARNING OUTCOMES

- Understand the benefits of strategic management.
- Explain how globalization and environmental sustainability influence strategic management.
- Understand the basic model of strategic management and its components.
- Identify some common triggering events that act as stimuli for strategic change.
- Understand strategic decision- making modes.
- Use the strategic audit as a method of analyzing corporate functions and activities.

MODULE SYLLABUS

a.	The study of strategic management
b.	Phrases of strategic management
c.	Benefits of Strategic Management
d.	Globalization and Environment sustainability
e.	Challenges to strategic management impact of globalization
f.	Impact of environment sustainability no need
g.	Theories of organizational adaption
h.	Creating a learning organization
l.	Basic model of strategic management
j.	Environmental scanning
k.	Strategic formulation
l.	Strategy implementation
m.	Evaluation and control
n.	Initiation strategy:Trigerring events

MODULE DESCRIPTIONS

Module Code	SLM - 107
Module Title	Corporate Governance
Credit Value	20
Pre-requisites	None
Co-requisites	None
Prohibited combinations	None
Telephone	080 - 26591957
Email	studentsupport@mygabm.com

MODULE DESCRIPTION

This module is about Corporate Governance

MODULE LEARNING OUTCOMES

- Describe the roles and responsibilities of the board of directors in corporate governance.
- Understand how the composition of a board can affect its operation.
- Discuss trends in corporate governance.
- Explain how executive leadership is an important part of strategic management.

MODULE SYLLABUS

a.	Role of the board of directors
b.	Responsibilities of the board
c.	Members of the board of directors (page 50 no need)
d.	Nomination and election of board members
e.	Organization of the board
f.	Trends in corporate governance
g.	The role of top management

MODULE DESCRIPTIONS

Module Code	SLM - 108
Module Title	Social Responsibilities and ethics in strategic management
Credit Value	20
Pre-requisites	None
Co-requisites	None
Prohibited combinations	None
Telephone	080 - 26591957
Email	studentsupport@mygabm.com

MODULE DESCRIPTION

This module is about Social Responsibilities and ethics in strategic management

MODULE LEARNING OUTCOMES

- Compare and contrast Friedman's traditional view with carrolis contemporary view of social responsibility.
- Understand the relationship between social responsibility and corporate performance.
- Explain the concept of sustainability.
- Conduct a stakeholder analysis.
- Explain why people may act unethically.
- Describe the different views of ethics according to the utilitarian, individual rights and justice approaches.

MODULE SYLLABUS

a.	Social responsibilities of a strategic decision makers
b.	Responsibilities of a business firm
c.	Sustainability ; more than environment
d.	Corporate stakeholders
e.	Ethical decision making
f.	Some reasons for unethical behavior
g.	Encouraging ethical behavior

MODULE DESCRIPTIONS

Module Code	SLM - 109
Module Title	Business Strategy
Credit Value	20
Pre-requisites	None
Co-requisites	None
Prohibited combinations	None
Telephone	080 - 26591957
Email	studentsupport@mygabm.com

MODULE DESCRIPTION

This module is about Business Strategy

MODULE LEARNING OUTCOMES

- Organize environmental and organizational information using SWOT analysis and a SFAS matrix.
- Generate strategic options by using the TOWS matrix
- Understand the competitive and corporate strategies available to corporations.
- List the competitive tactics that would accompany competitive strategies.
- Identify the basic types of strategic alliances.

MODULE SYLLABUS

a.	Situational Analysis: SWOT Analysis
b.	Generating a strategic factors analysis summary (SFAS) Matrix
c.	Finding a propitious niche
d.	Review of mission and objectives
e.	Generating alternative strategies by using a TOWS matrix
f.	Cooperative strategies
g.	Collusion
h.	Strategic alliances

MODULE DESCRIPTIONS

Module Code	SLM - 110
Module Title	Corporate Strategy
Credit Value	20
Pre-requisites	None
Co-requisites	None
Prohibited combinations	None
Telephone	080 - 26591957
Email	studentsupport@mygabm.com

MODULE DESCRIPTION

This module is about Corporate Strategy.

MODULE LEARNING OUTCOMES

- Understand the three aspects of corporate strategy.
- Apply the directional strategies of growth, stability and retrenchment.
- Understand the differences between vertical and horizontal growth as well as concentric and conglomerate diversification.
- Identify strategic options to enter a foreign country.
- Apply portfolio analysis to guide decisions in companies with multiple products and business. Develop a parenting strategy for a multiple business corporation.

MODULE SYLLABUS

a.	Corporate strategy
b.	Directional strategy
c.	Growth Strategies
d.	Concentration
e.	Diversification strategies
f.	Controversies in directional growth strategies
g.	Stability strategies
h.	Retrenchment strategies

MODULE DESCRIPTIONS

Module Code	SLM - 111
Module Title	Strategy implementation : Organizing for action
Credit Value	20
Pre-requisites	None
Co-requisites	None
Prohibited combinations	None
Telephone	080 - 26591957
Email	studentsupport@mygabm.com

MODULE DESCRIPTION

This module is about Strategy implementation: Organizing for action.

MODULE LEARNING OUTCOMES

- Develop programs, budgets and procedures to implement strategic change.
- Understand the importance of achieving synergy during strategy implementation.
- List the stages of corporate development and the structure that characterize each stage.
- Identify the blocks to changing from one stage to another.
- Construct matrix and network structures to support flexible and nimble organizational strategies.
- Decode when and if programs such as reengineering, six sigma and job redesign are appropriate methods of strategy implementation.
- Understand the centralization versus decentralization issue in multinational corporations.

MODULE SYLLABUS

a.	Strategy implementation
b.	Who implements strategy
c.	What must be done
d.	Developing programs, budgets and procedures
e.	Achieving synergy
f.	Stages of corporate development
g.	Organizational life cycle
h.	Advanced types of organizational structures
i.	Reengineering and strategy implementation
j.	Six sigma
k.	International issues in strategy implementation
l.	International strategic alliances
m.	Stages of international development
n.	Centralization vs. decentralization

MODULE DESCRIPTIONS

Module Code	SLM - 112
Module Title	Strategy Implementation: Staffing and Directing
Credit Value	20
Pre-requisites	None
Co-requisites	None
Prohibited combinations	None
Telephone	080 - 26591957
Email	studentsupport@mygabm.com

MODULE DESCRIPTION

This module is about Strategy Implementation: Staffing and Directing

MODULE LEARNING OUTCOMES

- Understand the link between strategy and staffing decisions.
- Match the appropriate manager to the strategy.
- Understand how to implement an effective downsizing program.
- Discuss important issues in effectively staffing and directing international expansion.
- Assess and manage the corporate culture's fit with a new strategy.
- Decide when and if programs such as MBO and TQM are appropriate method of strategy implementation.
- Formulate action plans.

MODULE SYLLABUS

a.	Staffing
b.	Staffing follows strategy
c.	Matching the manager to the strategy
d.	Selection and management development
e.	Identifying abilities and potential
f.	Problems in retrenchment
g.	International issues in strategy
h.	Leading
i.	Managing corporate culture
j.	Assessing strategy-culture compatibility
k.	Managing culture change through communication
l.	Management by objectives
m.	Total quality management
n.	International consideration in leading

MODULE DESCRIPTIONS

Module Code	SLM - 113
Module Title	Evaluation and Control
Credit Value	20
Pre-requisites	None
Co-requisites	None
Prohibited combinations	None
Telephone	080 - 26591957
Email	studentsupport@mygabm.com

MODULE DESCRIPTION

This module is about Evaluation and Control

MODULE LEARNING OUTCOMES

- Understand the basic control process.
- Choose among traditional measures, such as ROI and shareholder value measures, such as economic value added, to properly assess performance.
- Use the balanced scorecard approach to develop key performance measures.
- Apply the benchmarking process to a function or an activity.
- Understand the impact of problems with measuring performance.
- Develop appropriate control system to support specific strategies.

MODULE SYLLABUS

a.	Evaluation and control in strategic management
b.	Measuring performance
c.	Appropriate measures
d.	Types of controls
e.	Activity based costing
f.	Enterprise risk management
g.	Primary measures of corporate performance
h.	Traditional financial measures
i.	Stakeholder measures
j.	Shareholder value
k.	Balanced scorecard approach: using key performance measures
l.	Evaluating top management and the board of directors
m.	International measurement issues



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