

Northcott Emerging Leaders Program



Program Overview



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Northcott Emerging Leaders Program

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Contents

| | |
|--|---|
| Overview | 4 |
| Welcome | 4 |
| Northcott Emerging Leaders Program | 5 |
| Aim of the program..... | 5 |
| Structure of the program | 5 |
| Advanced standing and recognition | 7 |
| Study workload..... | 7 |
| Third party arrangements..... | 8 |

Overview

Welcome

Welcome to the *Northcott Emerging Leaders Program*, developed and presented by UNE Partnerships Pty Ltd, the Education and Training Company of the University of New England.

As experienced distance education providers, we understand how important communication is. We have used our online site to take advantage of current technology and make sure that information and contact points are up to date and go to the right people, while also giving you the opportunity to use the forms of contact that suit you.

Administration

If you have any questions of an administrative nature, please contact the student support team via the online site, or alternatively through:

Telephone: (02) 6773 0000

Email: business@unep.edu.au

Mail: UNE Partnerships Pty Ltd
PO Box U199
University of New England NSW 2351

Learning and Assessment

If you would like to discuss program content or assessment requirements, please contact your allocated assessor. You can message them on the online site.

Customer protection officer

The customer protection officer is responsible for handling any complaints, grievances and appeals to ensure compliance with consumer protection legislation and contractual obligations. The Director of Education is the designated customer protection officer. Contact details are below.

Meg Michell
Director of Education
02 6773 0000

meg.michell@unep.edu.au

Northcott Emerging Leaders Program

Aim of the program

We are delighted that you have joined the program which aims to:

- Provide Northcott participants with the opportunity to work directly with executives and gain a wider understanding of Northcott's direction, challenges, and opportunities.
- Develop skills in leading self as well as leading teams, developing relationships and improving operations.

Learning outcomes

On completion of the program you should be able to:

- Identify, develop and plan personal behavioural strategies across daily, short term and long-term behavioural goals
- build rapport, and model leadership behaviour to engage teams and communicate effectively at all levels within the organisation
- Identify areas for improvement and develop a change management project plan to implement and support change initiatives
- demonstrate an advanced and integrated understanding of the strategic planning processes and frameworks used in the management of organisations;
- develop high-level professional skills in conducting and interpreting a comprehensive strategic analysis of an organisation's internal resource environment, as well as the external industry and competitive environment;
- critically apply strategic management principles and concepts in the construction/or critique of a strategic plan;
- demonstrate an advanced understanding of how and why ethical principles, sustainable and socially responsible management practices matter greatly in the conduct of an organisation's business; and
- develop an operational plan aligned to the Northcott business plan

Structure of the program

There are three (3) core modules in this program and all must be successfully completed in order to achieve the *Northcott Emerging Leaders Program Certificate*. You must also complete one (1) unit of study MM523 Strategic Management Research Project via enrolment with UNE.

The program employs a mixed delivery mode, incorporating facilitator-led workshops, as well as a combination of print and electronic course material. An outline of the structure for delivery and assessment is provided below.

| Course (module) name | Workshop | Assessment Tasks |
|---------------------------|--|---|
| Leading and managing self | Introduction and Values based leadership – 1 day | Task 1: Reflect on your 360-degree feedback |

| Course (module) name | Workshop | Assessment Tasks |
|---|--|--|
| | Leading and managing self – 2 days | Task 2: Assess your capability against an industry benchmark Task 3: Recognising emotional strengths and weaknesses and plan for them Task 4: Personal development ideas and actions |
| Leading others and managing change | Leading others and managing change – 2 days | Details of assessment available prior to the teaching period at the below link https://my.unep.edu.au |
| MM523 Strategic management research project | 2 days | Details of assessment available prior to the teaching period at the below link. https://my.une.edu.au/courses/2019/units/MM523 |
| Leading the organisation and strategic thinking | 2 days | Details of assessment available prior to the teaching period at the below link https://my.unep.edu.au |
| | 1 day - Project presentations and Celebration of success | 30 min Group presentation including 5 min Key learnings |

MM523 Strategic Management Research Project

| | |
|------------------|--|
| Unit Description | This unit examines the field of strategic planning and management, exploring why strategic management leads to optimising business performance. Students complete a major research project based on their own or another organisation. This requires the use of models and processes that allow students to assess, apply and interpret the basic concepts and tools of strategic analysis. Outcomes include a critical evaluation of strategic choices; the development of appropriate strategic options and the development and presentation of recommendations about how to execute these more effectively. |
| Supervised Exam | There is no supervised examination. |
| Materials | Required text Exploring Strategy: Text and Cases (11e) Johnson, G., Whittington, R., Scholes, K., Angwin, D. and Regner, P., (2017). |

| | |
|------------|--|
| | (11th ed.). Pearson. ISBN: 9781292145129 |
| Assessment | There are two assessments. <ol style="list-style-type: none"> 1. Analysis of Northcott and the environment in which it operates. 2. Production of an operational, strategic plan. |

Module requirements are achieved as workshops are attended and assessment tasks are successfully completed. You must attend at least 7 days of the scheduled 8 workshop days and attendance at the final presentation day is compulsory to successfully complete all 3 core modules to be awarded the *Northcott Emerging Leaders Program* certificate. In addition, you must complete the UNE unit MM523 to be awarded this unit of credit in the Graduate Certificate in Business or Management. If you withdraw before you complete the required number of modules, you will receive a Statement of Results for those modules you have successfully completed.

The program will include:

- Presentation of new ideas focusing on developing capability.
- Interaction with and among the participants through questioning and group activities and role plays, where relevant.
- Brainstorming relevant Northcott case studies.
- Problem solving with opportunities to discuss the application of theory to practice at Northcott.
- Focused team activities designed to reinforce learning experiences.
- Presentations by participants.
- Access to significant expertise from industry presented by Northcott executives.

Information on how to submit your work for assessment is provided in the Assessment section of each Course online. Suggestions for managing your study and assessment tasks is also available in the additional support document '[Studying with UNE Partnerships](#)'. It is recommended you access and read that resource in addition to this Program Overview. Should you be unsure of what is required of you, contact your student support team.

Advanced standing and recognition

Successful achievement of the Northcott Emerging Leaders Program receives advanced standing into awards at the University of New England (UNE), subject to eligibility. Graduates with 6 years' work experience can apply for entry into the UNE Graduate Certificate in Management or Graduate Certificate in Business and claim 12 credit points (2 units) of Advanced Standing upon enrolment.

Completion of MM523 Strategic Management Research Project as part of the Emerging Leaders Program, will count as 6 credit points (1 unit) of credit upon enrolment in the Graduate Certificate in Management or Graduate Certificate in Business.

Study workload

The nominal duration of your enrolment in the Northcott Emerging Leaders Program is 12 months. In total, a time commitment of approximately 120 hours is expected to complete the program.

Approximately 80 hours will be completed in work time and approximately 40 hours in your own time (the equivalent of about 1 hour per week over 12 months). Students with a moderate level of relevant learning and experience should be able to complete the program requirements in the suggested time. Inexperienced students will likely require more time.

Third party arrangements

UNE Partnerships in collaboration with the University of New England has developed the Emerging Leaders Program for Northcott. Delivery and assessment of MM523 Strategic Management Research Project as part of the Northcott Emerging Leaders program will be via the UNE Moodle platform my.UNE