**ILM Level 7 Unit 8617-700 Developing Leadership and Management Capability through Enquiry Unit Guidance**

**Please read through this guidance in detail before starting the assessment.**

**Unit Purpose and Aims:** To develop the cognitive and behavioural skills necessary to undertake robust data-drive enquiry in complex environments in order to demonstrate impact upon leadership and management in a given context.

**Community of practice**: the learner should engage with a community of practice from the outset to get the most benefit to support their enquiry based project.

**Level 7 study:** you will be expected to use recognised models and/or theories relevant to your enquiry; you would be expected to justify your choice of models and any adaptation you have made to them.

***Although each assessment criteria (AC) is shown separately, you may be able to use a piece of evidence to cover more than one AC.***

***Learning outcome one***

Be able to justify an enquiry-based approach as a means to developing leadership and management capability

AC 1.1 Use an enquiry-based research-orientated approach for leadership and management development in complex situations in a learner specific context*.*

* Develop a short rationale for undertaking an Enquiry based approach to a leadership and management investigation within your specific context.

*This could be presented as a short written paper, webinar, podcast, recording or slide show with voice over or notes etc.*

**Learning outcome two**

Be able to design and undertake an enquiry based approach to learning and development

AC 2.1 Propose a valid enquiry which draws on existing cross cultural knowledge and current practice in leadership and management using a robust methodological approach within a realistic time frame and budget in the learner specific context

**Prepare a proposal, prior to undertaking your enquiry:**

* State the enquiry purpose, key research questions and rationale. This should include aims of your enquiry and how those aims are aligned to the organisational objectives
* What methods will you use to investigate your chosen area of enquiry?
* Prepare a stakeholder needs analysis relevant to your enquiry
* Review current literature/theory on your chosen Leadership and Management topic. How does it inform your research study?
* Review the current practice in your organisation and explain how that practice is currently evidenced.

*This could be presented as a summary report, tables, webinar, podcast, recording or slide show with notes or voice over etc.*

AC. 2.2 Undertake a robust data-driven enquiry based on an investigative proposal negotiated with stakeholders that adds additional value through active participation in a learning community

- Discuss your proposal with your key stakeholders and gain agreement or negotiate changes,

- Based on your proposal, undertake a data-driven enquiry, and retain a portfolio of evidence to show what you have done (hard data used, sources of information, interviews, consultations etc.)

- Retain a record of your discussions from your learning community that have added value to your enquiry

*This could be presented as a portfolio of evidence; tables, graphs, summary reports, minutes of meetings, webinar, podcast, recording and a slide show with notes or voice over etc.*

**Learning outcome three**

Be able to evaluate and deliver the outcome of enquiry based learning

AC 3.1 Critically evaluate the impact on the identified stakeholders of the actions arising from the enquiry findings

- What are the most important findings from the enquiry? What works well and what needs to be improved?

- What is the impact of the findings for stakeholders?

* What recommendations have you developed for improvement?

*This could be presented in a summary report, a detailed table, webinar, slide show with voice over or notes etc.*

3.2 Justify choice of media to evidence the impact of the enquiry to satisfy and influence stakeholders and to enhance own personal brand

* How will you present the impact of your enquiry to your stakeholders? Discuss the options and decide on the one best suited - what will influence their thinking and satisfy their requirements?
* How will this enhance your personal brand or standing with them?

*This could be a written or recorded narrative accompanied by the chosen method of presentation to the stakeholders.*

AC 3.3 Evaluate the extent to which the impact of a rigorous data-driven enquiry has, through action, added value to self and organisation and raised awareness of global and strategic issues in leadership and management in a learner specific context

* In what ways has the enquiry added value to the organisation, stakeholders and yourself? Use specific examples.
* To what extent have you added value and raised awareness of global and strategic issues in leadership and management in your specific context?

*This could be presented as a summary report, webinar, podcast, recording or slide show with notes or voice over etc.*