



PDA in Organisational Leadership at SCQF Level 9 (G9CV 49)

Welcome to the Professional Development Award (PDA) in Organisational Leadership at SCQF Level 9, which offers you the opportunity to develop the knowledge and skills that you will need to lead organisations in a manner which is consistent with the organisation's vision and develop leadership within the organisation.

The target group for this PDA is managers who have a significant part to play in leading the organisation towards achievement of its objectives. Depending on the size of the organisation, you could be in middle management positions, perhaps as departmental manager, or in a senior management role. It is likely that you will have responsibility for other managers such as team or section leaders or will be aspiring to this type of role.

Typical job roles could include: senior/ middle managers or those aspiring to these positions; operational manager; production manager

The PDA in Organisational Leadership at SCQF Level 9 is made up of two mandatory Units:

- ◆ Management: Organisational Leadership and Development (H1S8 35)
- ◆ Leadership for Managers (F5GH 36)

The overall focus of this PDA is leadership at an **organisational** level so it takes you beyond first line management and addresses the challenges you may have to face as a manager of managers. The PDA enables you to evaluate leadership approaches and relate leadership to the overall vision and direction of your organisation. It gives you practice in the inter-personal skills that leaders at organisational level need and highlights how leading change can be different at organisational level from leading a team through change as a first line manager. It also helps to find ways to develop other leaders - as this is critical to the future of any organisation.

The PDA enables you to relate theory directly to your own experience at work and to find ways in which it can help you develop approaches to leadership which allow you to contribute to leading your organisation towards the goals it has set itself. Overall, the PDA should help you to extend and develop your skills as a manager/leader and become more effective in managing organisational change and developing others as leaders. It also helps you to build on your previous experience as a first line manager. If you are still in the first stages of your managerial career, the PDA helps to equip you to move beyond your current role when the opportunity arises.

The PDA will be assessed by a report for Leadership for Managers and by an examination held in controlled conditions for Management: Organisational Leadership and Development. The report can be based on an organisation with which you are familiar, eg the one you work for or one you have worked for previously. The examination will be based on a case study and you will be given details of this by your tutor during the PDA. You will pass the examination if you obtain a mark of 50 or more out of 100.

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Support packs have been developed for the Units making up this PDA. Your tutor will be able to provide you with a copy of the support packs.

The PDA is a qualification in its own right but it will also help you to progress to further management awards such as the Diploma in Management and Leadership. One advantage of the examination assessment is that it helps make you attractive as a potential student at University if you are thinking of progressing into a management qualification at a Higher Education Institution.

The PDA is jointly certificated by SQA and The Chartered Management Institute (CMI).