



# Leadership & Excellence

## Information Brochure



Quality Scotland is pleased to announce a joint venture with Edinburgh Napier University Business School which will enable those undertaking both the 2-day Self-Assessment and the 3-day Accredited Assessor Quality Scotland courses to combine those with other business modules of leadership and Practitioner Learning: Organisational Practice to create a masters programme pathway leading to the potential for an overall masters degree.

## EFQM Self-Assessment Course

This module is about the stages and processes of organisational self-assessment including how to approach these as an effective leader and set self-assessment in the context of strategic planning. The module is interactive and concludes with some questions that the participants can take away to use for implementation within his/her own organisation. The theory and practice of the course are applicable to all sectors.

Topics include self-assessment definition, self-assessment stages, framework for assessment, fundamental concepts of excellence, self-assessment in the context of strategic planning and leadership commitment to self-assessment.

## Positive Leadership

Positive Leadership will help participants use positive psychology, emotional and social intelligence in considering team and personal development with a significant proportion of the module focussing on the use of authentic and solution-focused leadership. Participants will look at how organisations can connect performance and emotions to develop feelings of security, inner strength, self-confidence and self-esteem. They will learn how to get more satisfied, productive, and engaged employees by concentrating on people's strengths rather than their weaknesses.

The module will encourage participants to focus on the identification of the factors that make a positive difference to their own and other's subjective experience of happiness and satisfaction with life which result in better health, energy, and longevity and coping abilities. Positive Leadership will also examine the connection between performance and emotions based on the idea that organisations are likely to create and obtain a greater impact by fostering positive emotion rather than simply dealing with problems, developing in turn feelings of security, inner strength, self-confidence and self-esteem.

## EFQM Accredited Assessor Course

The Accredited Assessor course provides participants with a European qualification as well as the opportunity to put theory into practice by undertaking an organisational assessment within the participant's own organisation or another organisation.

The module will provide an in-depth understanding of the EFQM Organisational Excellence Model, how to apply the RADAR assessment methodology, the fundamental concepts that underpin excellent organisations and the ability to be a highly competent accredited assessor as part of an assessment team.

This is an excellent personal development opportunity and an ideal chance to recognise leadership potential.

## Practitioner Learning: Organisational Practices

In this module participants will draw on relevant content and knowledge gained from both personal work experience and from previous modules. This will enable participants to apply theory into a practical context through a process of critical analysis and reflection in a work setting that will permit the consideration and analysis of the external and internal influences on the implementation of change.

# Programme Cost

The Leadership & Excellence Programme consists of 4 Modules from Quality Scotland and Edinburgh Napier University. The cost of Self-Assessment and European Accredited Assessor courses will vary dependant on whether your organisation is a member or non-member of Quality Scotland.

Please note that there will be an induction at the start of the programme.

<b>Quality Scotland:</b> EFQM Self-Assessment Course - 2 days Cost: QS Members:- £360+VAT QS Non-Members:- £720 +VAT Assessment:- £75+VAT 10 Credits Assessment: 2,500 word report	<b>Edinburgh Napier University</b> Positive Leadership -3 days (2 days + 1 day) Cost: £1000 + VAT 10 Credits Assessment: 1. action plan workbook 2.group participation	*	<b>Quality Scotland:</b> EFQM European Accredited Assessor Course - 3 days Cost: QS Members:- £800+VAT QS Non-Members:- £1600+VAT Assessment:- £150+VAT 20 Credits Assessment: 1. 3000 word report 2. presentation on report	<b>Edinburgh Napier University</b> Understanding Organisations - 1 Day + In-house Work Cost: £760 + VAT 20 Credits Assessment: 1. reflective practitioner report 2. learning plan.
← £150 + VAT Registration Fee (for all 4 modules) or £50 + VAT, Per Module				* 30-40 hour pre-work

## Want more information?

Please note, this will not be available until September 2009.

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