

Senior Leadership Programme

Empowering Through Values,
Impacting Through Leadership

Nishkam

Education, Training and Apprenticeships

Nishkam Education, Training and Apprenticeships (NETA) has been created by the Nishkam Civic Association (NCA), a faith-led charity with a long-standing commitment to community development and social welfare across education, health and social justice.

NETA reflects the NCA's dedication to using education as a means to promote social mobility, improve employment opportunities and create sustainable social benefit.

NETA aims to address the increasing demand for value-based leadership. Drawing on our legacy of community service and strong ethical standards, NETA prepares future leaders with essential skills, knowledge, and ethical grounding required to lead in a complex and interconnected world. NETA's aim is to empower individuals in all local and regional communities, creating opportunities for leaders from diverse backgrounds to make a positive impact.

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About the Programme

The Executive Senior Leadership Programme (ESLP) is a higher Apprenticeship designed to enhance your leadership skills according to the Level 7 Senior Leadership Standard. The programme not only equips you with the knowledge, skills and behaviours needed to excel in senior roles but also offers the potential to achieve a professional qualification, such as the esteemed Chartered Manager (CMgr) designation, depending on the End Point Assessment Organisation.

The ESLP is designed to be a transformative educational experience, combining high standards of education with practical application to equip participants to succeed professionally but also lead with integrity and conscience.

A core component of the ESLP is to create strong leadership for tomorrow, equipping its participants with the tools necessary to handle today's global challenges while upholding the ethics and core values needed to foster a culture of selfless service, strategic insight and integrity.

The ESLP will have you engage actively with real-world challenges, applying your learning to develop an extensive portfolio that appropriately demonstrates your proficiency as a senior leader.



**QUALITY OF
EDUCATION**



**BEHAVIOUR &
ATTITUDES**



**PERSONAL
DEVELOPMENT**



LEADERSHIP



APPRENTICESHIPS

GOOD IN ALL AREAS

Values

We understand that true leadership extends beyond technical skills and knowledge. It is rooted in strong, unwavering values that guide decision-making, foster trust, and inspire teams. The ESLP is built on a foundation of core values that are essential for cultivating effective, ethical, and visionary leaders. These values are not just taught but are deeply integrated into every aspect of our training, making our approach unique and transformative.

Integrating Values with Leadership - our approach to leadership development is unique. We do not merely teach values; we integrate them into every facet of our training. This holistic approach ensures that our leaders are not only skilled but also principled and visionary.

Transformative Impact - Our programme's emphasis on values transforms leaders, enabling them to inspire trust, drive change, and achieve extraordinary results. Employers will benefit from leaders who are equipped to handle the complexities of modern business with integrity and vision.

A Legacy of Excellence - Join the ESLP and become part of a legacy of excellence. Our commitment to these core values ensures that our senior leaders are prepared to lead with confidence, compassion, and competence in any environment.

Discover the Nishkam Difference - Invest in a leadership programme that prioritises values and produces results. Empower your senior leaders with the skills and principles needed to drive your organisation's success. Choose Nishkam and experience the difference of a values-driven approach to executive leadership.

Together, we can shape the future of leadership, fostering leaders who are prepared to navigate challenges and seize opportunities with unwavering integrity and vision.

The following are the essential universal values that this programme embeds in the development of leaders and senior managers of the future.

Universal Values



Integrity

Integrity is the bedrock of trust and respect. Our programme emphasises the importance of honesty and ethical decision-making, ensuring that leaders act consistently with their values. This principle fosters an environment where trust is built and maintained, both within the organisation and with external stakeholders.



Compassion

Understanding and caring for others are crucial leadership qualities. We cultivate leaders who demonstrate genuine compassion, fostering a supportive and collaborative work environment. This value enhances team cohesion and boosts morale, leading to higher productivity and employee satisfaction.



Accountability

Accountability is key to building reliable and effective teams. Our leaders are trained to take responsibility for their actions and the performance of their teams. This culture of accountability ensures that goals are met, and standards are upheld, driving organisational success.



Respect

Respect for diverse perspectives, cultures, and backgrounds is essential in today's globalised world. Our programme promotes an inclusive workplace where every voice is valued. This respect leads to innovative solutions and a harmonious work environment.

Universal Values



Courage

Effective leadership requires the courage to make tough decisions and embrace change. We empower our leaders to act boldly and stand by their principles, fostering resilience and adaptability in a rapidly changing business landscape.



Humility

Humility allows leaders to be open to feedback and continuous improvement. We teach our leaders to recognise the contributions of others and to be lifelong learners. This value encourages a culture of growth and mutual respect.



Transparency

Open communication builds trust and clarity within an organisation. Our leaders are trained to maintain transparency about decisions, strategies, and operations, ensuring that teams are aligned and informed.



Fairness

Objective and fair decision-making is critical for equity and morale. We instil the importance of providing equal opportunities and making unbiased judgements, fostering a fair and just workplace.

Universal Values



Adaptability

In today's fast-paced world, the ability to adapt is crucial. Our programme equips leaders with the skills to be flexible and responsive to change, ensuring they can navigate any situation and drive their organisations forward.



Vision

Visionary leaders inspire and guide their teams towards a shared goal. We help our leaders develop the foresight to anticipate future trends and challenges, setting a clear and inspiring direction for their organisations.



Empathy

Empathy is essential for managing relationships and resolving conflicts. Our leaders learn to understand and appreciate others' emotions and perspectives, fostering strong, supportive teams.



Sacrifice

Great leaders often put the needs of their team and organisation above their own. We emphasise the importance of selflessness and dedication to the greater good, ensuring our leaders are committed to the success of their teams and organisations.



Apprentice Benefits

Flexible Study

The ESLP is designed to accommodate your professional commitments, in line with the Education and Skills Funding Agency regulations, allowing apprentices to enhance their leadership capabilities and achieve significant professional growth without interrupting career progression.

Practical Learning

The hands-on approach of the ESLP ensures that you are learning the strategies and techniques required of a senior leader, while also gaining experience implementing and embedding them within your team to resolve real-life scenarios.

Further Educational Opportunities

While the primary goal of the ESLP is to complete the Senior Leadership Apprenticeship, it also provides a smooth transition to a Postgraduate Diploma (PgDip) with a partnering university (subject to validation) for those who wish to continue their academic pursuits after the apprenticeship. Additionally, the qualification can be taken to any other university for further educational opportunities.

Apprentice Benefits

Fit for Diverse Professional Backgrounds

The ESLP's Senior Leadership Apprenticeship is perfect for both current and future leaders across all sectors, designed for individuals who manage projects, tasks, or teams, and are looking to enhance their capabilities and leadership skills through a structured apprenticeship.

Designed for Real-world Application

The ESLP's curriculum has been designed to reflect the ever-evolving demands of modern business management, tackling global challenges and the complexities of a multicultural marketplace. The programme also equips participants with the skills to identify opportunities for business growth.



A photograph of three business professionals in a meeting. A man in a light blue shirt is smiling and looking towards a woman in a white blazer who is standing and gesturing with her hand. Another woman in a dark blazer is seated and smiling. They are in a modern office with a large window in the background.

Employer Benefits

Strategic Skill Development

The ESLP allows employers to strategically develop key personnel into skilled leaders to drive the company's strategic objectives. This targeted development ensures that leadership training is aligned with business needs, empowering senior management to tackle complex challenges.

Enhanced Leadership Capacity

Apprenticeships in Senior Leadership roles expand leadership capacity within the organisation, teaching participants cutting-edge management skills and strategic insights, which can immediately be applied to their roles, accelerating the implementation of strategic initiatives.

Cost-Effective Training Solution

Apprenticeships are a cost-effective way to provide high-level training and development to your employees. Funded by the Apprenticeship Levy or co-funded by the government, apprenticeships greatly reduce the cost of upskilling your employees.

Employer Benefits

Boosting Organisational Performance

Employees who undergo the comprehensive training the ESLP provides bring new skills and perspectives back to their organisation, contributing to enhanced organisational performance by managing teams more effectively and implementing innovative solutions.

Retention of Top Talent

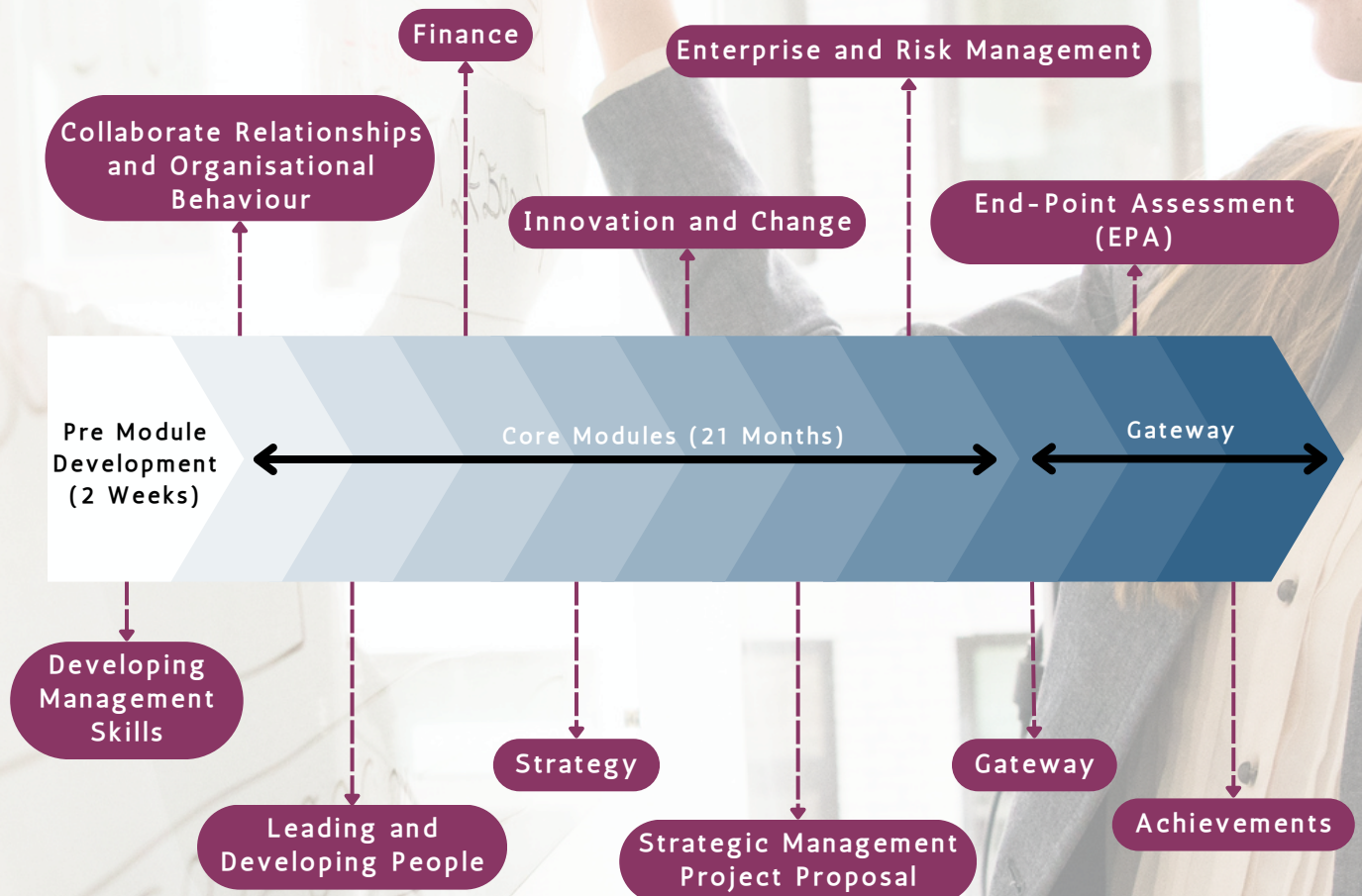
Offering Apprenticeships can significantly enhance employee retention. By investing in an employee's professional development, companies demonstrate a commitment to their career growth, increasing loyalty and job satisfaction.



Delivery and Structure

Course Structure

The ESLP is a two-year course covering 7 modules, carefully planned with the needs of employers in mind and achieving significant growth for the Apprentice over their time on the course.



*Achievements

- Apprenticeship Certification from the Institute for Apprenticeships and Technical Education (IfATE)
- EPAO Professional Qualification (depending on EPAO)
- Chartered Management Institute (CMI) Qualification: Chartered Manager or Chartered Fellow
- The Institute of Leadership and Management (TILM) Qualification: Fellow
- For an additional fee, accrediting the Apprenticeship Achievement to a Postgraduate Diploma (PgDip) with a partnering university (subject to validation) with the option to take the qualification to any other university
- Opportunity to progress onto an Executive MBA

Typical Senior Leader Module Structure

Week 1	Week 2	Week 3	Week 4	Week 5	Week 6
Synchronised Learning	Directed Learning, Tutor Support, Discussion	Submission of Topic 1 Assessment	Directed Learning, Tutor Support, Discussion	Submission of Topic 1 Assessment	Synchronised Learning
Week 7	Week 8	Week 9	Week 10	Week 11	Week 12
Directed Learning, Tutor Support, Discussion	Submission of Topic 1 Assessment	Directed Learning, Tutor Support, Discussion	Synchronised Learning	One-to-one/Group Session	Module Submission

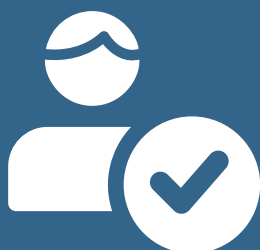
The standard ESLP module is designed to last 12 weeks, providing learners with a structured yet flexible timeframe to thoroughly develop the necessary knowledge, skills and behaviours required to achieve the Senior Leader standard.

The 12-week timeframe ensures that learners can engage deeply with the material, allowing them to develop the knowledge necessary to appropriately transfer it to their workplace.

To cater to diverse learning preferences, the ESLP incorporates a variety of teaching methods, from one-to-one's, group sessions, self-study and our unique **synchronised learning** to allow apprentices to master the content and learn in a manner that best suits their individual learning styles.

Programme Overview

The ESLP is designed to equip aspiring senior leaders with advanced leadership and management skills, closely aligning with the Senior Leadership Standard. View the 7-step programme overview below:



Eligibility and Initial Assessment

The programme begins with a thorough eligibility assessment to ensure all apprentices meet the necessary criteria set by the Education and Skills Funding Agency, including skills scans and advice to determine the suitability of the training for the applicant and employer.



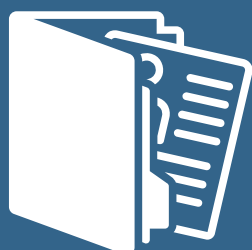
English and Maths Requirement

A fundamental requirement is achieving a Level 2 in English and Maths. Those who have not met this standard at the time of entry will receive dedicated support from experienced tutors to attain these qualifications during their apprenticeship.



Tutor-Supported Study Modules

Apprentices will explore key theories and develop skills through modules designed to elevate their leadership and management capabilities, facilitated by Lecturers who provide ongoing study support, feedback and assessment.



Work-based learning and Portfolio Development

Apprentices will explore key theories and develop skills through modules designed to elevate their leadership and management capabilities, facilitated by tutors and mentors who provide ongoing study support, feedback and assessment.



Strategic Business Proposal and End-Point Assessment (EPA)

Towards the end of the programme, apprentices undertake a Strategic Business Proposal as part of their EPA, showcasing their ability to synthesize learning and apply strategic thinking to real business challenges. This is followed by a professional discussion based on their portfolio of evidence, assessing their overall competency against the apprenticeship standard.



Completion

Completing the ESMP not only equips you with a level 7 Apprenticeship Qualification (equivalent to the Postgraduate (PG) Diploma stage of a Master's degree in Management) but also with the opportunity to receive a professional qualification, such as Chartered Manager (CMgr) from the Chartered Management Institute (CMI), a title recognised globally.



Optional Progression

The successful completion of the ESMP provides the foundation to progress to university-level qualifications, offering the opportunity to convert your learning into a postgraduate diploma and potentially further to top up to an Executive Master of Business Administration (MBA) with our university partner or a university of your choice.

Course Content

Modules

The Senior Leadership Apprenticeship Standard is structured to enhance the knowledge, skills, and behaviours (KSBs) essential for high-level management roles across a variety of sectors.

Each module is designed to build upon a leader's existing skills while introducing new concepts and strategies relevant to senior management roles. The focus is on practical application within the workplace, ensuring that learning translates directly into enhanced leadership effectiveness.



Collaborative relationships/organisational behaviour

This module will teach leaders competitive strategies to critically analyse and adapt management styles to drive organisational success through managing organisational behaviour and individual/group interactions to influence a positive workplace culture, driving employee motivation and productivity.



Leading and Developing People

This module focuses on the strategic elements of human resource (HR) management, including the recruitment, development and retention of staff, teaching leaders how to align HR strategies with business goals to maximise workforce potential and achieve significant improvements in organisational performance.



Finance

The Finance module provides leaders with the necessary knowledge of finance needed for strategic decision-making, including understanding key financial documents, budgeting, and financial forecasting. This will support leaders in supporting financial decisions, managing budgets effectively and contributing to the financial planning processes within the organisation.

Course Content



Strategy

Covering how to identify and establish long-term directions for the organisation, integrate strategic planning processing and align these with the overall business objectives, the Strategy module equips leaders with the knowledge to critically analyse, develop, implement and adapt strategies based on an evolving business environment.



Innovation and Change

In this module, leaders are equipped to foster environments encouraging innovation and effectively manage the transformation processes. The module also covers strategies for implementing changes that sustain growth and maintain a competitive advantage, ensuring leaders can handle challenges associated with disruptive technologies and market shifts.



Enterprise Risk Management

This module is crafted to teach leaders the fundamentals of risk management, including identifying, assessing, and mitigating various risks. It emphasises the importance of incorporating ethical considerations, compliance, and corporate social responsibility into the risk management process to develop strategies that enhance organisational resilience and adaptability.

Information For Applicants

Entry Requirements

To qualify for government funding and take the first step towards advancing your career, you must ensure you meet the following criteria.

Employment Status: Must be employed for at least 30 hours per week to ensure sufficient work-based learning opportunities.

Management Supervision: Must have a designated line manager to guide and assess progress throughout the apprenticeship.

Off-the-Job Training: Guaranteed time from your employer for off-the-job training, crucial for integrating new skills.

Education and Training Exclusions: Cannot be enrolled in full-time education or another apprenticeship programme simultaneously.

Residency and Work Rights: Must have the legal right to live and work in England, ensuring compliance with employment laws.

Local Working Requirement: Must spend a minimum of 50% of working in England to qualify for funding under local jurisdiction.

Additional Requirements

Due to the carefully crafted nature of the ESLP and its high standard of curriculum to develop even the most skilled leaders, applicants should meet certain academic or professional prerequisites to ensure they are prepared for the challenges of a senior-level educational program.

Academic Background: A bachelor's degree or equivalent qualifications, providing a solid foundation for advanced study.

Professional Experience: Significant work experience in a managerial, technical, or professional role, offering a practical base from which to expand knowledge.

Language Proficiency: For non-native English speakers, a good command of English is essential, typically demonstrated through a score of 6.5 or above on the IELTS, ensuring effective communication and comprehension throughout the course.

Get in Touch

If you think you can benefit from the Executive Senior Leadership Programme, reach out to the NETA team who will be able to provide you with more information and guide you through the next steps.



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