



Taking management and leadership to the next level...

Implementing and embedding the national occupational standards for management and leadership

Background

Financial year 2006/07 represents the third full year of the partnership arrangement between the Management Standards Centre (MSC) and SkillsActive to implement and embed the use of the management and leadership national occupational standards across the Skills for Business Network. The partnership is also making a major contribution to the Sector Skills Development Agency's current priority to support programmes of vocational reform. The sector qualifications reform programme is part of a broad reaching initiative to radically change the landscape of vocational qualifications in the UK. As part of this programme, MSC and SkillsActive aim to ensure that management and leadership qualifications and other learning programmes available across the UK are more effective in equipping people with the skills that employers demand. This will contribute significantly to the UK's business productivity, by ensuring that employers are able to make the most of the skills of their employees.

Key Achievements

- The partners have developed a management and leadership capacity across the network by building a team of 14 management and leadership champions. Those sectors currently with champions cover over 12 million people in the UK workforce.
- The partnership, working with the champions, have developed a robust and tested process of peer review to ensure a consistent approach to adoption of the 2004 standards by Sector Skills Councils and to drive forward the transferability of management and leadership skills. As a result, there was a fivefold rise in importations to 382 in 2006/07.
- Engagement by the network is further demonstrated by the increasing use of units from the 2004 standards by sectors, including those that have not traditionally engaged with management and leadership skills, this year 19 organisations imported units, including new users such as The Newspaper Society.
- The champions have had a real and demonstrable impact on the success of the partnership, including contributing to the development of nine new standards as part of incremental review, as well as inputting into the finalisation of the management and leadership learning and qualifications strategy.
- The partnership has also successfully built awareness of, and engagement with, the standards across the network's stakeholders and the wider UK management and leadership community through promotional launches, partnership working and the development of products based on the standards. For instance, in response to stakeholder demands, we developed a management and leadership toolkit and a new promotional leaflet 'Management Standards: the Essential Guide'.
- Other headline items provide a clear indication of the partnership's success during 2006/07: 9,315 enquiries regarding the standards this year; and over 10,000 copies of the standards, CD ROMs, toolkits and leaflets disseminated to employers and representative bodies.

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- The partnership has established links with the capability development group from the Ministry of Trade and Industry in Singapore. We are advising them on how the management and leadership standards were developed, with examples of the benefits employers have derived from using them. This work with a foreign government demonstrates how the partnership has acquired an international reputation for excellence in management and leadership related thinking.
- These successes can be built upon by a continued programme of activity, which will focus on the expansion and sustainability of the champion's model, and further targeted engagement with key stakeholders across the UK.

- The partnership will continue to develop resources and products to support the development of management and leadership skills across the UK, with a focus on supporting the management and leadership needs being articulated by employers through the Sector Skills Agreement and the sector qualifications strategy development process and feeding this into an effective '2020 Vision for Management and Leadership'.

Further Information

For a full copy of the activity report (2006/2007) please contact the MSC on: 0207 240 2826 or visit: www.skillsactive.com/training/management-and-leadership.

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The Management Standards Centre is an organisation within the Chartered Management Institute

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