



**BoC**  
**Academy**



# Certificate in **Strategic Leadership & Organisational Change**



## Module 1 - Leadership & Corporate Strategy (LCS010)

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### Course purpose & Objectives

#### This course aims to:

- Develop a high-level understanding of corporate strategy and leadership in organisational contexts
- Build a critical and informed perspective of the business environment and emerging opportunities
- Equip students with strategic analysis tools and business modelling techniques to assess organisational positioning
- Enhance strategic thinking and vision for formulating, evaluating, and implementing business strategies

#### Indicative topics:

- Introduction to strategy and leadership concepts
- Leadership styles (adaptive, transformational, ethical, values-based)
- Decision-making and empowerment in leadership
- External and internal environment analysis
- Resources, capabilities, and competitive advantage
- Stakeholders and corporate governance
- Business and corporate strategy (including diversification)
- Mergers, acquisitions, and strategic alliances
- Strategy evaluation and development processes
- Power, influence, and leadership in teams
- Strategic change, innovation, and leadership practice

### Learning Outcomes

#### Upon completion of this course, students will be able to:

- Apply strategic management frameworks to conduct external and internal analysis
- Understand and evaluate the role of leadership in strategic management
- Critically analyse case studies and business scenarios
- Identify key strategic issues and evaluate alternative solutions
- Use relevant business information sources effectively for decision-making
- Develop structured business reports and provide strategic recommendations

## Module 2 – Organisational Behaviour & Change Management (OBC009)

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### Course purpose & Objectives

#### This course aims to:

- Delve into translating management and organisational behaviour theory to practices that result in organisational effectiveness, efficiency, and human resources development
- Address issues such as workforce motivation, incentives, team building and office environments and how we can best manage the dynamics of organisational change
- Examine the contemporary principles, techniques and research findings in management and organisational behaviour that are driving high performance and continuous improvement in business today
- Provide the student with an understanding of management and organisational behaviour, concepts associated with continuous improvement in individual and group processes

#### Indicative topics:

- Introduction to organisational behaviour
- Foundations of individual behaviour in organisations
- Diversity and inclusion in the workplace
- Attitudes, job satisfaction, and ethical values
- Perception and individual decision-making
- Motivation theories (content and process approaches)
- Employee engagement
- Foundations of group behaviour
- Team dynamics and effectiveness
- Leadership perspectives and followership
- Power and influence in organisations
- Organisational politics
- Conflict management, grievance, and discipline
- Organisational culture
- Enhancing work outcomes and productivity
- Performance management systems
- Organisational change and transformation

#### Learning Outcomes

#### Upon completion of this course, students will be able to:

- Analyse individual and group behaviour and understand the implication of organizational behaviour on the process of management
- Identify and critically assess different motivational theories and how these appear in a variety of organisational settings
- Understand and be able to critically engage with the dynamics of group behaviour
- Evaluate the appropriateness of various leadership and followership styles used in organisations
- Understand and evaluate power and politics in organisations and how these may impact on employees
- Explain how organisational change and culture affect working relationships within organisations