

FOUNDATION DEGREE IN MERCHANT MANAGEMENT



DURATION
18-21 months



AREA OF THE BUSINESS
Branch/Store/ Head Office



QUALIFICATION - Level 5 Apprenticeship in Management, equivalent to a foundation degree



ENTRY REQUIREMENTS - Learners will need to be working within a branch or store environment or in a role that will allow them to put their learning into practice. Ideally they will be at Management level, or soon to be promoted into a role at that level. They must not already hold a Level 5 qualification or above in Management.



WHO IS THIS PROGRAMME FOR? - Experienced team leaders who are taking on their first branch/store/team and Managers who are looking to develop their skills further.

This programme provides leadership training and management skills such as business planning, managing budgets, people management and project management. Following successful completion of the programme, Managers will become business ambassadors to deliver the customer/product proposition and actively seek strategic opportunities to improve overall business performance. They will be Emotional intelligent leaders that inspire and motivate their teams, celebrating success and managing change effectively. Leaders who cultivate a positive culture that celebrates diverse thinking and the delivery of shared goals.

THE PROGRAMME

L5 BMF Foundation Degree in Merchant Management



Timescale: 18 -21 months

Entry Criteria: Experienced team leader

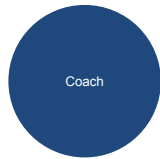
| | Developing me | | Business | | Leadership | |
|----------------|--|---|--|---|--|---|
| 0-6 months | Personal transformation for leaders | Personal Impact coaching and mentoring through change | Analysing internal and external factors to positively inform and develop a business plan | | Creating & developing high performing teams that work for our customers | Innovative and inclusive Leadership in a digital, fast paced and changing environment |
| 6-12 months | Future thinking Motivation, Morale and Productivity 360 reflection | | Finding the story in the data to inform business decisions | Identify and maximise influential business relationships that can help you grow your business | Inspiring your teams to the next level and managing your talent pipeline | Visibly leading all types of change and empowering your team |
| 12 - 18 months | Project Management and setting your project terms of reference | | Business Project | | | Return on Investment review and Impact Presentation |
| 18 - 21 months | End point assessment To include a knowledge test and professional discussion | | | | | |

WHAT WILL THE LEARNING LOOK LIKE?

We're focused on making the learning experience engaging for the apprentice and sector relevant. The apprentice will build on their knowledge, skills and behaviours a number of different ways, including:



Webinars to cover practical training and teaching of leadership theory from one of our experienced coaches. This will include skills, knowledge and behaviour development and will include subject specialists related to the programme and the sector.



Every Level 5 Apprentice will be supported by a Leadership Development specialist from within the Apprenticeship team. They will hold regular coaching sessions to assess progress on the programme and support personal development.



Learners will capture their learning in a online portfolio that demonstrates their knowledge, skills and behaviours. In the final 6 months, this time will be spent planning and delivering a business project.



Subject experts within leadership and the sector will be key to building knowledge, skills and behaviours. Networking will play a vital role in the programme.



Personal development planning is key to the programme and will ensure the learner has clear goals to meet their development needs and future career aspirations. At set intervals during the programme, learners will be required to update their Line Manager with their progress.

WHAT COULD THE FUTURE LOOK LIKE?

For colleagues on this programme, we would expect them to be operating at a Management level within 12 months, if they aren't already at the start of the programme. The programme will help develop all the skills required to be a great Business Leader and take on more Leadership responsibility within their current role or into a bigger role.

HOW TO APPLY?

Contact kerry.wilson@bmf.org.uk with your name, contact number and email address.