

QUALIFICATION SPECIFICATION									
SECTION A									
QUALIFICATION DEVELOPER			GABORONE INSTITUTE OF PROFESSIONAL STUDIES(GIPS)						
TITLE			Post Graduate Certificate in Strategic Management				NCQF LEVEL		8
FIELD		BUSINESS, COMMERCE AND MANAGEMENT STUDIES		SUB-FIELD		STRATEGIC MANAGEMENT			
NEW QUALIFICATION		√	Review of existing qualification						
SUB-FRAMEWORK		General Education			TVET		Higher Education		√
QUALIFICATION TYPE		Certificate		√	Diploma		Bachelor		
		Bachelor Honours			Master		Doctorate/ PhD		
CREDIT VALUE							60		
RATIONALE AND PURPOSE OF THE QUALIFICATION									
<p>RATIONALE</p> <p>Whereas pillar 1(Sustainable economic development) of Botswana's vision 2036 envisions a high-income country, with an export-led economy, where the service sector is a key contributor to GDP and employment; the key challenge is to expand the contribution of services to exports. It is upon this background that effective strategic management skills and practices are needed to make Botswana's export products reliably reach the export market. The National Development Plan 11 also acknowledges</p>									



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Issue No.: 01

the great importance and need for strategic management skills in the SMEs sector so that the sector and the country remain competitive, relevant, and recognised across the globe.

Therefore, the Post Graduate Certificate in Strategic Management is a qualification designed to equip the candidates with a broad range of business skills necessary to address today's challenges in the competitive commercial environment and transform them into effective strategic management professionals as a gap in this part was identified in the needs assessment report done by the institution (GIPS, 2018). It helps students to comprehend, investigate and resolve management problems.

In line with HRDC-Top Occupation in high Demand (Dec, 2016), there is evidence emanating from validated data under Finance and Business Services which indicate that the market generally is in need of graduates that will spearhead the commercial revitalization of the Botswana economy. Most importantly these graduates ought to be well equipped with commercial knowledge to deal with the vagaries triggered by the ever-changing economic environment. It is therefore paramount that qualifications such as Post Graduate Certificate in Strategic Management assist in closing the gap that has been identified by the HRDC document. The HRDC document's findings have been corroborated by a Needs Analysis survey conducted in 2018, which confirmed the high need for the qualification by the local market.

PURPOSE

The purpose of this qualification is to produce graduates with skills and competencies to:

- Operate in all the aspects of business administration (management, operations management, human resources, consumer behaviour, information systems, finance, and international business)
- Make decisions covering specialised operations such as setting company objectives, evaluating the means of attaining them, formulating, and implementing plans or anticipating outcomes.
- Formulate, implement, monitor, control and evaluate the strategy of the organisation as informed by the diagnosis process.

ENTRY REQUIREMENTS (including access and inclusion)

To be admitted into the Qualification, the candidate must have satisfied the minimum conditions for entry outlined below:

- NCQF Level 7 or equivalent qualification.
- Entry through Recognition of Prior Learning in line with institutional and National Policies

QUALIFICATION SPECIFICATION

SECTION B

GRADUATE PROFILE (LEARNING OUTCOMES)

ASSESSMENT CRITERIA

On successful completion of the Post Graduate Certificate in Strategic Management learners shall be able to:

1. Apply effective Communication strategies in an organization setting.

1.1 Prepare business reports
1.2 Plan and coordinate business meetings
1.3 Utilize modern business communication tools and techniques.
1.4 Use of business information technology

2. Develop strategic plans and implement change management strategies.

2.1 Formulate a strategic plan.
2.2 Implement the strategic plan.
2.3 Monitor and evaluate change strategies

3. Develop leadership abilities in making strategic decisions and managing risk.

3.1 Illustrate a basic understanding of formulating strategic decisions



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Issue No.: 01

	<p>3.2 Outline the importance of analysing strategic decisions</p> <p>3.3 Develop risk and mitigation strategies</p>
<p>4. Exhibit an understanding of the use of Information Communications & Technology (ICT) in an organisation & the impact it has on societies</p>	<p>4.1 Describe the different computer systems and associated hardware and network configurations</p> <p>4.2 Describe the staffing and the operations, development, and control activities in a modern computing environment</p> <p>4.3 Identify the implications of the use of information technology.</p> <p>4.4 Use information and communication technology to improve professional and administrative efficiency</p>
<p>5. Exhibit understanding of organisational diagnosis.</p>	<p>5.1 Use SWOT to conduct an environmental analysis</p> <p>5.2 Identify monitoring evaluation strategies.</p> <p>5.3 Evaluate and control the strategy</p>

QUALIFICATION STRUCTURE

SECTION C

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DNCQF.FDMD.GD04

Issue No.: 01

FUNDAMENTAL COMPONENT Subjects / Units / Modules /Courses	Business Communication	8	10
CORE COMPONENT Subjects / Units / Modules /Courses	Strategic Management Principles	8	15
	Corporate Governance	8	15
	Principles of Business Management	8	10
	Financial Accounting	8	10
	Principles of Marketing	8	10
	Business Ethics	8	10
ELECTIVES (Choose 1)			
RULES OF COMBINATIONS, CREDIT DISTRIBUTION (WHERE APPLICABLE):			
<p>The Qualification consists of (60 Credits):</p> <p>Modules at NCQF Level 8: Total Credits at NCQF Level 8 = 60 Credits.</p> <p>FUNDAMENTAL COMPONENT 10 Credits</p>			



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DNCQF.FDMD.GD04

Issue No.: 01

CORE COMPONENT **40 Credits**

ELECTIVE COMPONENT **10 Credits**

TOTAL NUMBER OF CREDITS = 60

ASSESSMENT AND MODERATION ARRANGEMENTS

ASSESSMENT

Summative assessment:

Summative assessment will constitute 40% of the final mark.

Formative assessment:

Formative assessments will constitute 60% of the final mark.

MODERATION:

Both internal and external moderation will be done in-line with the Moderation policy of the Institution. In addition, all Moderators and Assessors must be registered and accredited with Botswana Qualification Authority (BQA).

RECOGNITION OF PRIOR LEARNING (if applicable)



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DNCQF.FDMD.GD04

Issue No.: 01

Provision of RPL for award of the qualification will be in line with the National RPL Policy. Credit transfer will be applied in line with National CAT Policy

PROGRESSION PATHWAYS (LEARNING AND EMPLOYMENT)

The Post Graduate Certificate in Strategic Management provides a broad understanding of the establishment and management of a business. The qualification provides both an academic and theoretical foundation and the applicative practical business skills suitable for a strategist or business novice.

LEARNING PATHWAYS

Vertical Articulation

The depth of the qualification content and its practical emphasis is geared towards creating a desire for more learning and eagerness to take up more complex related learning programmes. Successful learners will easily take up any Master programmes in management or related business programmes which may then progress into Doctorate's Degree.

Horizontal Articulation

The design of the qualification and its modular execution is aimed at enabling the learner to progressively handle all related qualifications at NCQF level 8.

EMPLOYMENT PATHWAYS

Common employment destinations include:



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DNCQF.FDMD.GD04

Issue No.: 01

- Assistant Research Investigator
- Strategic Management Analyst
- Product Strategist
- Project Analyst
- Process Coordinator
- Marketing Executive
- Compliance Officer
- Strategic Initiatives Associate

QUALIFICATION AWARD AND CERTIFICATION

Minimum standards of achievement for the award of the qualification

For learners to graduate they must pass all the modules of the qualification and accumulate a minimum of 60 credits. Learners must fulfil the assessments requirements for each module in the Post Graduate Certificate in Strategic Management:

Certification

Candidates meeting prescribed requirements and have accumulated 60 credits will be awarded the qualification of Post Graduate Certificate in Strategic Management in accordance with standards prescribed for the award of the qualification and applicable policies.

REGIONAL AND INTERNATIONAL COMPARABILITY

Strategic Management is developing as a profession and there are several bodies around the world that provide research, standards, and qualifications. This set of standards and qualification have been benchmarked against a range of standards and qualifications. The qualification has been benchmarked against the following:

- The University of Derby Post Graduate Certificate in Strategic Management
- The AGSM Graduate Certificate in Strategic Management: UNSW Business School (Australia)

Similarities

The Post Graduate Certificates outlined in the matrix include contact learning; in addition, the qualifications have similar assessment strategies including class assessments, practical tests, presentations, formal modular tests etc. Another similarity can be seen in the employment pathway with the qualifications selected citing jobs in the strategic service sectors. Moreover, the progression pathways are the same with the holders of the certificate in Strategic Management being able to pursue higher qualifications in Strategic Management. Furthermore, all the qualifications are awarded after passing all the modules.

In addition, all the certificates are designed to develop strategic leadership abilities and skills and how to formulate, implement, evaluate, and control strategies in their organizations.

Differences

There are however notable differences on the modules on offer. The University of Derby Post Graduate Certificate in Strategic Management consists of 4 mandatory units with a total of 80 credits. The AGSM Graduate Certificate in Strategic Management consists of 1 mandatory unit and 3 electives with a total of 96 credits.

The proposed qualification is comparable with the qualifications outlined in that:

The Post Graduate Certificate in Strategic Management is comparable with the University of Derby, as the modes of delivery, are standard are lectures, assignments, presentations, and case studies. The University of Derby qualification is a one-year course which is perfect for continuing professional development at level 7. The Post Graduate Certificate in Strategic Management also compares to AGSM Graduate Certificate in Strategic Management. The delivery modes are standard, and these are lectures, assignments, presentations, and case studies.

REVIEW PERIOD

This Qualification will be reviewed after every 5 years.