



# Level 5

## Award in Transformational Leadership

(610/2875/7)



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## ABOUT NQUAL

NQual provides high-quality vocational and occupational qualifications designed to meet the needs of learners and employers.

At NQual we are committed to certificating current and relevant qualifications that meet the demands of today's ever-changing industries. Our dedication to staying at the forefront of knowledge ensures that our qualifications reflect the latest trends in your field of interest.

## QUALIFICATION SPECIFICATION

Qualification Specifications are used to inform and guide centres to deliver the qualification set out within this document. Information within this specification includes a qualification overview, unit breakdowns, assessment guidance and learning outcomes.

Alongside the specification, you will also find a qualification 'Fact Sheet'. These are used as handy tools to provide an overview of the qualifications.

## QUALIFICATION INFORMATION

The NQual Level 5 Award in Transformational Leadership is regulated by Ofqual.

- Qualification Number: 610/2875/7

### Overview

The NQual Level 5 Award in Transformational Leadership is designed to provide learners with knowledge and skills relating to Transformational Leadership. Learners will understand the meaning of being a transformational leader, understand the impact of transformational leadership and know how to put skills into practice.

The purpose of this qualification is to support new or established leaders in understanding the knowledge and skills to be a Transformational Leader. This qualification will support progression within all industries when up-skilling employees.

### Entry Requirements

- Minimum Age: 19

There are no formal entry requirements, however, learners should have a minimum of level 2 in literacy and numeracy or equivalent.

### Progression Opportunities

- Level 7 Certificate in Strategic Leadership

## Unit Guidance

Learners must achieve all mandatory units. The total credit value for this qualification is 7.

### Mandatory Units

Unit Reference	Title	Level	GLH	Credit Value
F/650/7560	Understand the meaning of Transformational Leadership	5	16	2
H/650/7561	Understand the impact of Transformational Leadership	5	24	3
J/650/7562	Applying Transformational Leadership	5	16	2

### Guided Learning Hours

These hours are made up of contact time, guidance or supervision from course tutors, trainers, or training providers. The Guided Learning Hours for this qualification is 56.

### Total Qualification Time

This is an estimate of the total length of time it is expected that a learner will typically take to achieve and demonstrate the level of understanding required for the award of this qualification. This includes the Guided Learning Hours and time spent completing independent study.

The Total Qualification Time for this qualification is 70.

### Delivery Options

NQual allows qualifications to be delivered both online and face-to-face. Please check the additional requirements with your Centre EQA if delivering qualifications online.

### Grading And Assessment

Assessment is used to measure a learner's skill or knowledge against the standards set in this qualification. This qualification is internally assessed and externally quality assured.

The assessment consists of:

- An internally assessed Portfolio of Evidence and externally quality assured by NQual.

A Portfolio of Evidence can contain:

- Professional Discussion and/or Q&A records
- Written Assignments
- PowerPoint Presentations
- Reflective Accounts

Please note, at least one written assignment should be submitted as a part of the portfolio of evidence.

## Approved Centre

To deliver any NQual qualification, each centre must be approved by NQual and meet the qualification approval criteria. The recognition process requires centres to implement policies and procedures to protect learners when undergoing NQual qualifications.

Approved centres must seek approval for each qualification they wish to offer.

The approval process requires centres to demonstrate that they have the resources, including staff, and processes in place to deliver and assess the qualification.

Once approved to offer this qualification, centres must register learners before any assessment takes place. Centres must follow NQual's procedures for registering learners.

## Support From NQual

NQual support all new and existing approved centres. We respond to all communication within 48 hours and hold regular information webinars. If you would like to book our next webinar, please visit the 'News & Events' section on our website.

## Initial Assessment

It is part of the enrolment process by the approved centre to complete an initial assessment. Approved centres must ensure everyone undertaking an NQual qualification complete some form of initial assessment. This will be used to inform the tutor/trainer of current knowledge and understanding.

## Reasonable Adjustment

NQual is committed to providing fair and reasonable adjustments for learners to help reduce the effect of a disability or difficulty that places the learners at a disadvantage during an assessment. For more information on Reasonable Adjustments, please see our Reasonable Adjustments and Fair Access Policy.

## Responsibilities

### Assessor

It is important to note, that to assess qualification content, the assessor must be occupationally competent to assess skills-based competence and/or occupationally knowledgeable to assess knowledge-based content.

Assessors who deliver NQual qualifications must possess a qualification appropriate for the level they are delivering. Examples of these can include at least one of the following:

- D32 Assess Candidate Performance and D33 Assess Candidate Using Differing Sources of Evidence
- A1 Assess Candidate Performance Using a Range of Methods and A2 Assessing Candidates' Performance through Observation
- Level 3 Award in Assessing Competence in the Work Environment (for competence/skills learning outcomes only)
- Level 3 Award in Assessing Vocationally Related Achievement (for knowledge learning outcomes only)
- Level 3 Certificate in Assessing Vocational Achievement
- HEI Certificate in Education
- Qualified Teacher Status Certificate in Education in Post Compulsory Education (PCE)
- Post Graduate Certificate in Education

- Teaching Certificate in Teaching in the Lifelong Learning Sector (CTLTS)
- Diploma in Teaching in the Lifelong Learning Sector (DTLLS)
- L&D9DI - Assessing workplace competence using Direct and Indirect methods (Scotland)
- L&D9D - Assessing workplace competence using Direct methods (Scotland)
- Level 4 Certificate in Education and Training
- Level 5 Diploma in Education and Training
- Level 3 Learning and Skills Assessor Apprenticeship
- Level 5 Learning and Skills Teacher Apprenticeship

Examples of evidence for subject knowledge can include:

- Qualification at the same level or above, the qualification you are delivering
- Extensive experience at the same level or above, the qualification you are delivering

### Internal Quality Assurer

Centre staff who complete Internal Quality Assurance for NQual qualification must possess or be working towards a relevant qualification. Examples of these can include at least one of the following:

- D34 Unit **Internally verify the assessment process**
- V1 Verifiers Award
- Level 4 Award in the Internal Quality Assurance of Assessment Processes and Practice or
- Level 4 Certificate in Leading the Internal Quality Assurance of Assessment Processes and Practice

Examples of evidence for subject knowledge must include at least one of the following:

- Qualification at the same level or above, the qualification you are quality assuring
- Extensive experience at the same level or above, the qualification you are quality assuring

## MANDATORY UNITS

### Unit Breakdown: Level 5 Award in Transformational Leadership

Learners must complete all mandatory units for this qualification.

### Unit: Understand the Meaning of Transformational Leadership

Unit Code: F/650/2023

RQF Level: 5

<b>Learning Outcomes</b> <i>To achieve this unit a learner must be able to:</i>	<b>Assessment Criteria</b> <i>Assessment of these outcomes demonstrates a learner can:</i>
1. Understand the meaning of Transformational Leadership	1.1 Explain the meaning of Transformational Leadership 1.2 Identify the skills required to be a transformational leader 1.3 Analyse the skills required to be a transformational leader 1.4 Evaluate transformational leadership
2. Understand the differences between 'Transactional' and 'Transformational' leadership	2.1 Evaluate Transactional and Transformational Leadership

## Unit: Understanding the Impact of Transformational Leadership

Unit Code: H/650/7561

RQF Level: 5

<b>Learning Outcomes</b> <i>To achieve this unit a learner must be able to:</i>	<b>Assessment Criteria</b> <i>Assessment of these outcomes demonstrates a learner can:</i>
1. Understand Emotional Intelligence and Motivation	1.1 Explain the meaning of emotional intelligence 1.2 Evaluate the impact of emotional intelligence on leadership 1.3 Analyse how theories of motivation can be put into practice
2. Understand the impact of a transformational leader	2.1 Analyse the impact a 'transformational leader' can have on: <ul style="list-style-type: none"> <li>• Organisation Culture</li> <li>• Performance</li> <li>• Employees</li> <li>• Employers</li> </ul> 2.2 Explain the impact that transformational leadership has on the leader and self-development
3. Understand the meaning of innovation	3.1 Explain the meaning of 'Innovation'. 3.2 Explain how you would encourage innovation among employees 3.3 Explain the benefits of innovation within an organisation

## Unit: Applying Transformational Leadership

Unit Code: J/650/7562

RQF Level: 5

<b>Learning Outcomes</b> <i>To achieve this unit a learner must be able to:</i>	<b>Assessment Criteria</b> <i>Assessment of these outcomes demonstrates a learner can:</i>
1. Be able to apply transformational leadership skills	1.1 Demonstrate transformational leaderships skills in practice 1.2 Demonstrate transformational leadership behaviours in practice
2. Understand how to improve your own leadership behaviours	2.1 Evaluate your own leadership style 2.2 Explain, with examples, when using transformational leadership skills could have benefited a situation



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