**ILM Level 7 Unit 8617-702 Developing and maintaining a high-performance culture and optimising resources Unit Guidance**

**Please read through this guidance in detail before starting this assessment.**

**Unit Purpose and Aims:** To develop the capabilities for the management of resources to optimise performance and the maintenance and continued development of a high performance culture.

**Community of practice**: the learner should engage with a community of practice from the outset to get the most benefit to support their enquiry.

**Level 7 study:** you will be expected to use recognised models and/or theories relevant to your enquiry; you would be expected to justify your choice of models and any adaptation you have made to them.

***Although each assessment criteria (AC) is shown separately, you may be able to use a piece of evidence to cover more than one AC****.*

**Learning outcome one**

Understand how to assess and benchmark performance

AC 1.1 Establish with relevant stakeholders a range of appropriate data and indicators for assessing performance in own area of responsibility in terms of effectiveness, efficiency, financial viability, sustainability, diversity and relevance

* Meet with your key stakeholders and agree the key performance indicators for assessing efficiency and effectiveness in your own area of responsibility. These should consider, financial viability, sustainability, diversity and relevance to your area of work. You should refer to best practice or benchmarks external to your organisation.
* Identify data that will need to be collected to show performance against the indicators.

*You could present the information with tables, diagrams, slides, short report etc.*

AC. 1.2 Undertake a rigorous data-driven enquiry using an appropriate methodology to assess and benchmark performance and identify risks and challenges to current ways of working

* *What methods will you use to assess and benchmark current performance in your area of responsibility?*
* *Using these methods,*
	+ *gather robust data to assess to what extent current performance meets required standards and*
	+ *benchmark current performance against at least two other organisations, divisions or departments*
* *Identify the risks and challenges involved in your current ways of working.*

*You could present the information with a summary report, graphs, table, slides with voice over, webinar, tables etc.*

AC 1.3 Establish metrics to drive sustainability, performance and demonstrate value added

* Taking into account the key indicators agreed with stakeholders and your enquiry into the current ways of working, what measurements will you establish, going forward, to drive performance and sustainability in your area of responsibility?
* How will these contribute to and show added value?

*This could be presented as a summary report, tables, webinar, podcast or slide show with voice over etc.*

**Learning outcome two**

Understand how to develop and maintain a culture of high levels of performance

AC 2.1 Critically evaluate the impact of the enquiry and establish strategies for the development and maintenance of high levels of performance that take account of stakeholder needs, identified risks, challenges and diversity.

* What has been the impact of this enquiry – what has been of benefit? This should be based on data and objective evidence. What needs improving?
* Develop a strategy to achieve high levels of performance, that consider the needs of your stakeholders, identified risks to the business, challenges to the business and diversity.
* *You could present the information with tables, graphs, diagrams, slides, short written report etc.*

AC. 2.2 Engage effectively with collaborative networks to add value and ensure sustainability of high levels of performance

* Discuss your strategy for high levels of performance with your collaborative network/community of learning:
	+ What value has this added to your understanding?
	+ What value has it added to ensuring sustainability?

*You should keep records of your discussions that are relevant to this AC – this may be notes, diagram, audio recording, podcast etc.*

**Learning outcome three**

Understand the leadership and management skills required for future-readiness

AC 3.1 Critically review the outcomes of the enquiry to establish the leadership and management skills and perspectives required by a future-ready leader/ manager to create and sustain long-term organisational success

* Based on your strategy to develop and maintain a high performance culture, what are the Leadership and management skills and perspectives required by leaders or managers to follow the strategy and achieve long term organisational success?

*You could present the information in a short report, slides with voice over, webinar, tables etc.*

AC 3.2 Justify choice of media to evidence the impact of the enquiry to satisfy and influence stakeholders and to enhance personal brand

How will you present the impact of your enquiry to your stakeholders? Consider the options and decide on the one best suited - what will influence their thinking and satisfy their requirements*.*

- How will this enhance your personal brand or standing with them?

*This could be a written or recorded narrative accompanied by the chosen method of presentation to the stakeholders.*