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AJYAL

OXFORD
COLLEGE OF MANAGEMENT

MANAGEMENT & LEADERSHIP

CMI LEVEL 5 CERTIFICATE IN

AJYAL HR, in partnership with Oxford Professional Education, brings you the Chartered Management Institute (CMI) Level 5 Certification in Oman. With combining local expertise with globally recognized standards to deliver high-quality, accredited leadership development. The CMI Level 5 Certificate is a strategically focused qualification designed to bridge the gap between operational execution and strategic leadership. It equips professionals with the skills, knowledge, and confidence to lead effectively in today's dynamic business environment and deliver measurable organisational impact.

Muscat | Face-to-Face
4 days (2×2-day workshops/month)
Globally Recognised Qualification



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PROGRAMME OVERVIEW:

The CMI Level 5 Certificate is a strategically focused, high-impact management qualification designed to bridge the gap between operational execution and strategic leadership. It equips professionals with the skills, knowledge, and confidence to lead effectively in today's dynamic business environment while delivering tangible organisational results.

WHY CHOOSE CMI LEVEL 5?

The CMI Level 5 qualification delivers significant value at both individual and organisational levels:

- Builds a strong leadership pipeline
- Improves team performance and productivity
- Enhances decision-making and operational efficiency
- Aligns management practices with international standards
- Drives measurable ROI through applied learning

LEARNING OUTCOMES

The CMI Level 5 programme is designed to develop competent, confident, and strate gically aware middle managers. The primary objectives are to:

- Strengthen operational and strategic leadership capability
- Enhance decision-making and problem-solving skills in complex organisational contexts
- Develop the ability to lead, manage, and motivate high-performing teams
- Build competence in project delivery and performance management
- Improve personal effectiveness and professional impact

The programme ensures that learners not only understand management theory but can apply it directly to workplace challenges, delivering measurable business impact.

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WHO SHOULD ATTEND?

This qualification is specifically designed for:

- Middle Managers and Department Heads
- Operations Managers / Team Leaders
- Supervisors transitioning into management roles
- Professionals responsible for delivering results through teams

It is particularly suitable for organisations aiming to build leadership pipelines and strengthen management capability at mid-level, with participants expected to participate effectively in English-based training and assessment.

PROGRAMME STRUCTURE & UNITS

The programme consists of two core units, selected for relevance to the Oman market:

Unit 501: Principles of Operational Leadership and Management in an Organisational Context (7 Credits)

This unit focuses on enhancing professional effectiveness and leadership capability.
Key areas include:

- Evaluation of organisational structures and governance frameworks
- Application of leadership theories and management models
- Development of strategic thinking and operational planning
- Improving personal leadership style and impact

Learners will critically assess their organisation and identify opportunities for improvement and innovation.

Unit 502: Developing, Managing and Leading Individuals and Teams to Achieve Success (6 Credits)

This unit focuses on enhancing professional effectiveness and leadership capability.
Key areas include:

- Techniques for team development and capability assessment
- Strategies to motivate, engage, and retain employees
- Managing performance and productivity
- Building a culture of accountability and continuous improvement

Both pathways ensure learners gain practical, workplace-relevant skills.

UNIT 501: PRINCIPLES OF OPERATIONAL LEADERSHIP AND MANAGEMENT IN AN ORGANISATIONAL CONTEXT

DURATION : 2 DAYS

UNIT 502: DEVELOPING, MANAGING AND LEADING INDIVIDUALS AND TEAMS TO ACHIEVE SUCCESS

DURATION : 2 DAYS

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TRAINER PROFILE: STEPHEN HARPUM

PROFESSIONAL PROFILE

Stephen Harpum is a former senior commissioned officer in the Royal Air Force, a Freelance Management Trainer across the Middle East—including significant work in Oman—and a Logistics and Supply Chain Director in the NHS. He has a unique understanding of people and organisations in diverse cultures, having lived and worked extensively outside the UK, with substantial experience in Oman, Saudi Arabia, and the USA. His time in Oman has provided him with deep insight into local business practices, cultural dynamics, and leadership approaches within the Gulf region. He is a people person, relationship manager, and team builder who thrives on helping individuals and organisations to flourish and grow.

EXPERIENCE & EXPERTISE

With extensive international experience, including hands-on delivery of training and leadership development programmes in Oman, Stephen is a culturally sensitive and effective communicator, equally comfortable one-to-one or in groups large and small. He is a motivating, engaging, and effective leader, having led teams of 5 to 500 in multicultural environments across several continents. His experience in Oman and the wider Middle East has further strengthened his ability to operate effectively in cross-cultural settings. He is adept at seeing the big picture and successfully implementing major change and transformation initiatives to respond to a rapidly changing world.

Stephen holds two Master's degrees, is MSP qualified, and is an accredited and experienced coach and mentor. He brings significant operational and strategic leadership experience, underpinned by practical delivery in Oman and across the region.