

LEVEL 6 ASSESSMENT SPECIFICATION

Programme:	BA (Hons) Leadership and Management Skills for the Workplace		
Module:	Strategic Management for Business		
Module code:	LCLM 6001	Contribution to Overall Module Assessment (%):	70%
Module leaders :	Yohan Mendis Dr Faizu Edu	Internal Verifier:	Md Kalam Samuel Ofori
Assignment Title:	Individual Report	Word count (or equivalent):	3,000 ±10% words
Submission deadline:	14th August 2026	Return date of provisional marks & written feedback:	11th Sept 2026
Submission method:	All written assessments, where practical and possible, must be submitted via Turnitin unless otherwise instructed by the Lecturer. (Please DO NOT put this assessment specification into Turnitin or it will match many similarities with other students' submissions.) Alternative submission method (if applicable): Late submission of the assessment will result in a late penalty mark: Work which is submitted up to 1 week late will be capped at 40% for the first attempt and will be awarded a mark of 0% for re-assessment. Late submission penalties may be lifted only if there is an approved extenuating circumstances claim. Work submitted more than 1 week late will be considered as a non-submission and will not be marked. The work may be considered as a submission for reassessment if offered by an Examining Board or if there is an approved extenuating circumstances claim.		
Academic honesty / referencing:	Academic honesty is required. In the main body of your submission you must give credit to authors on whose research and ideas your work is based. Append to your submission a reference list that indicates the books, articles, etc. that you have used, cited or quoted in order to complete this assessment.		

Module Learning Outcomes (from module syllabus)

LEARNING OUTCOMES

Upon the successful completion of this module, the student should be able to:

- Critically appraise an organisation's strategic direction;
- Critically analyse the components of an organisation's internal and external environment;
- Critically evaluate strategic options and choices;
- Formulate new strategies for sustainable growth.

TASK DESCRIPTION

Use of Generative AI in Assessment

(Lecturer to indicate Yes or Not against each element)

RESEARCH	For this assessment, you can use Generative AI to support you in research, including searching for bibliography, using tools to summarise, compare and interrogate materials.	Yes ☒ No ☐
STRUCTURE	For this assessment, you can use Generative AI to support you in structuring your submission, including creating a draft argument structure, identifying parts and headings, etc.	Yes ☐ No ☒
PROOFREADING	For this assessment, you can use Generative AI to check your own text/creation for grammatical and syntactical mistakes, including rephrasing of your own work within specific standards.	Yes ☒ No ☐
WRITING	For this assessment, you can use Generative AI to create text for submission.	Yes ☐ No ☒
CREATIVE	For this assessment, you can use Generative AI to create creative materials, such as images.	Yes ☐ No ☒
PROGRAMING	For this assessment, you can use Generative AI to create and check code.	Yes ☐ No ☒
NONE	For this assessment, you are not allowed to use any type of Generative AI support. This includes research support, structure support, writing/proofreading support and creative support.	Yes ☐ No ☒

Assessment Details & Task Description:

Scenario: Vodafone UK in a Period of Strategic Transformation

Vodafone UK is undergoing one of the most significant periods of change in its recent history. Following years of competitive pressure from major rivals such as BT/EE and Virgin Media O2, the company has embarked on a strategic overhaul aimed at restoring growth, simplifying operations, and strengthening its market position. Vodafone Group's leadership has articulated a renewed focus on **customer experience, operational efficiency, and portfolio optimisation**, positioning the company for multi-year growth across Europe and Africa. [\[vodafone.com\]](https://www.vodafone.com)

A defining development in the UK market is the **2025 merger between Vodafone UK and Three UK**, forming the new entity *VodafoneThree*. The £16.5 billion merger creates the **largest mobile operator in the UK**, serving approximately **27 million customers**, with a strong commitment to shaping the future of British telecommunications. The combined company aims to deliver the UK's **leading standalone 5G network**, backed by an unprecedented **£11 billion investment plan** over the next decade. This investment will expand coverage, improve network performance, and support the growth of technologies such as IoT, autonomous vehicles and smart cities. [\[3g.co.uk\]](https://www.3.co.uk)

The merger is already generating measurable benefits. In 2025, millions of Vodafone and Three customers began accessing each other's networks, improving 4G speeds by up to 40% and eliminating thousands of square kilometres of UK "not-spots." The network expansion is expected to contribute up to **£102 billion to the UK economy between 2025 and 2035**, creating thousands of jobs across engineering, construction, and technology sectors. [\[vodafone.co.uk\]](https://www.vodafone.co.uk)

At the same time, Vodafone Group's FY25 results highlight improving performance in growth markets, modest revenue expansion in the UK, and the importance of the newly formed UK-German strategic axis for long-term profitability. The company is also targeting **£700 million in annual cost synergies** through network and operational integration activities. [\[vodafonegroup.com\]](https://www.vodafonegroup.com), [\[3g.co.uk\]](https://www.3.co.uk)

In this evolving environment, the Vodafone board is exploring strategic pathways to strengthen its competitive advantage, leverage its expanded market footprint, and deliver sustainable growth. Students are tasked with advising the board on potential growth strategies that align with the company's changing capabilities, competitive pressures, and long-term ambitions.

You can find more information by visiting their website [\[vodafone.com\]](https://www.vodafone.com)

Task Description:

Upon successful completion of your degree, you have been recruited by Vodafone as a strategic planning lead. As your first task the board of directors have requested you to prepare a report suggesting growth strategies for the organisation.

Your report should include the following.

1. **Executive Summary**

Provide a concise overview of the report's key findings and strategic recommendations.

2. **Introduction to Vodafone.** (Approximately 250 words)

Highlight the organisational vision, mission, and values.

3. **Evaluation of current market situation** (Approximately 900 words)

Use the tools that you have learnt (such as SWOT, PESTEL, Porter's five forces etc) to produce a thorough analysis of the business environment. (Tip: The board of directors would like to see real life information).

4. **Strategic Growth Options and Proposed Strategy** (Approximately 600 words)

Explore potential strategic growth paths for Vodafone and recommend a new strategy. Justify the selection using relevant frameworks such as Porter's Generic Strategies, Ansoff Matrix, etc. (Tip: The board of directors would be interested in knowing why you are proposing the strategy and how it aligns with the values of Vodafone)

5. **Strategy evaluation** (Approximately 450 words)

You will need to conduct an evaluation of the strategy you are proposing to justify your chosen strategy. Use tools such as the SFA etc to support your arguments. (Tip: Any information that you cannot find on the Vodafone website or their annual reports, you can make appropriate assumptions as necessary. State what assumptions you have made in your report).

6. **Stakeholder Analysis** (Approximately 300 words)

Explain how your proposed strategy would impact the stakeholders. Produce a brief stakeholder engagement plan based on the theories that you have learned (I.e. Stakeholder theory, Mendelow's matrix etc)

7. **Implementation and monitoring** (Approximately 350 words)

Include an actionable implementation plan which clearly shows the objectives, actions needed, and Key Performance Indicators (KPIs).

8. **Conclusion** (Approximately 150 words)

Summarise key insights and reinforce the strategic direction advised.

General Submission Guidance

1. All of your submissions must include a title page that clearly states your name, your student number, the module code and title, your lecturer's name, and your assignment title.
2. All of your submissions should be typed in Arial font, size 11.
3. All of your submissions should be typed with 1.5 line spacing.
4. All of your submissions should have an appropriate structure, include page numbers, and have a reference list.

GUIDANCE FOR STUDENTS IN THE COMPLETION OF TASKS

NOTE: The guidance offered below is linked to the five generic assessment criteria overleaf.

1. Engagement with Literature Skills

Your work must be informed and supported by scholarly material that is *relevant* to and *focused* on the task(s) set; you should make use of scholarly reviews and primary sources, where appropriate (for example, refereed research articles and/or original materials appropriate to the discipline). You should provide evidence that you have accessed a wide *range* of sources, which may be academic, governmental and industrial; these sources may include academic journal articles, textbooks, current news articles, organisational documents, and websites. You should consider the *credibility* of your sources; academic journals are normally highly credible sources while websites require careful consideration/selection and should be used sparingly. Any sources you use should be current and up-to-date, mostly published within the last five years or so, though seminal/important works in the field may be older. You must provide *evidence* of your research/own reading throughout your work, using a suitable referencing system, including in-text citations in the main body of your work and a reference list at the end of your work.

Guidance specific to this assessment:

- **Use credible, relevant, and current sources:**
Support your analysis with at least 12 high-quality academic and industry references, including recent studies on telecommunications strategy, digital infrastructure investment, 5G deployment, mergers and acquisitions, and regulatory developments in the UK telecoms sector.
- **Demonstrate breadth and critical engagement:**
Draw from a wide range of academic, industrial, regulatory, and financial sources to evaluate Vodafone's strategic position following its merger with Three UK and its multi-year investment commitments. Prioritise peer-reviewed journals, industry reports, government publications, and reputable market analyses.
- **Integrate literature purposefully:**
Show how different pieces of evidence fit together. Combine insights from multiple sources to strengthen your arguments, highlighting where they agree, where they differ, and what this means for Vodafone's strategic options. This synthesis will help you build clearer, more convincing recommendations.

2. Knowledge and Understanding Skills

At level 6, you should be able to demonstrate coherent and detailed knowledge and a systematic understanding of the subject area, at least some of which is informed by the latest research and/or advanced scholarship within the discipline. You should be aware of the uncertainty, ambiguity and limits of knowledge. Your work must demonstrate the growing extent of your knowledge and systematic understanding of concepts and underlying principles associated with the subject area. *Knowledge* relates to the facts, information and skills you have acquired through your learning. You demonstrate your *understanding* by interpreting the meaning of the facts and information (knowledge). This means that you need to select and include in your work the concepts, techniques, models, theories, etc. appropriate to the task(s) set. You should be able to explain the theories, concepts, etc. meaningfully to show your understanding. Your mark/grade will also depend upon the *extent* to which you demonstrate your knowledge and understanding; ideally each should be complete and detailed, with comprehensive coverage.

Guidance specific to this assessment:

- **Use relevant theories and tools effectively:**
Apply strategic models such as SWOT, Porter's Five Forces, and PESTEL etc to analyse Vodafone's current position after the merger with Three UK. Show how it helps assess Vodafone's commercial goals, challenges, and opportunities in the UK telecoms market.

- **Show strong and up-to-date knowledge:** *Demonstrate understanding of current trends in telecommunications sector drawing on recent research and industry developments.*
- **Explain ideas and link them together:** *Be able to make accurate recommendations for Vodafone based on the information identified and produce appropriate justifications.*

3. Cognitive and Intellectual Skills

You should be able to: critically evaluate evidence, arguments, assumptions, abstract concepts and data some of which are at the forefront of a discipline (and that may be incomplete) to devise and sustain arguments, to make judgements and/or solve problems; describe and comment upon particular aspects of current research, or equivalent advanced scholarship, in the discipline Your work must contain evidence of logical, analytical thinking, evaluation and synthesis. For example, to examine and break information down into parts, make inferences, compile, compare and contrast information. This means not just describing what! But also justifying: Why? How? When? Who? Where? At what cost? At all times, you must provide justification for your arguments and judgements. Evidence that you have reflected upon the ideas of others within the subject area is crucial to you providing a reasoned and informed debate within your work. Furthermore, you should provide evidence that you are able to make sound judgements and convincing arguments using data and concepts. Sound, valid conclusions are necessary and must be derived from the content of your work. Where relevant, alternative solutions and recommendations may be proposed.

Guidance specific to this assessment:

- **Think critically and justify your reasoning:** *Evaluate competing strategic options using frameworks like Porter's Generic Strategies or Ansoff Matrix. Justify your recommendations with evidence, considering cost, feasibility, and stakeholder impact.*
- **Analyse and synthesise information:** *Break down complex issues using structured analysis. Compare different strategic paths and integrate insights from multiple sources.*
- **Draw sound, well-supported conclusions:** *Base your final recommendations on logical analysis and credible data. Reflect on current research and show how your conclusions address Vodafone's long-term competitiveness and growth*

4. Practical Skills

At level 6, you should be able to apply the methods and techniques that you have learned to review, consolidate, extend and apply your knowledge and understanding, and to initiate and carry out projects. You will deploy accurately established techniques of analysis and enquiry relevant to the discipline, and apply them in complex and unpredictable contexts, to devise and sustain arguments and/or to solve problems. You should be able to frame appropriate questions to achieve a solution - or identify a range of solutions. You should be able to demonstrate how the subject-related concepts and ideas relate to real world situations and/or a particular context. How do they work in practice? You will deploy models, methods, techniques, and/or theories, in that context or circumstances, to assess current situations, perhaps to formulate plans or solutions to solve problems, or to create artefacts, some of which may be innovative and creative. This is likely to involve, for instance, the use of real-world artefacts, examples and cases, the application of a model within an organisation and/or benchmarking one theory or organisation against others based on stated criteria. You should show awareness of the limitations of concepts and theories when applied in particular contexts.

Guidance specific to this assessment:

- **Apply models and techniques in real-world contexts:** *Use strategic tools to assess Vodafone's situation and propose actionable solutions. For example, applying the Porter's 5 forces to analysis the industry or using the Ansoff matrix to identify grown opportunities etc..*

- **Solve problems and propose informed solutions:** *Frame strategic questions (e.g. “What growth opportunities does 5G investment create?”) and offer creative, evidence-based recommendations.*
- **Demonstrate adaptability and professional growth:** *Show that you can learn and apply new skills such as strategic thinking, sustainability analysis, or stakeholder analysis etc, to take on meaningful responsibilities within a business like Vodafone.*

5. Transferable Skills for Life and Professional Practice

Your work must provide evidence of the qualities and transferable skills necessary for graduate-level employment requiring the exercise of initiative and personal responsibility and decision-making in complex and unpredictable circumstances. This includes demonstrating: the learning ability for professional development to advance existing skills and acquire new competences of a professional nature that will enable you to assume significant responsibility within organisations; that you can initiate and complete tasks and procedures, whether individually and/or collaboratively; that you can use appropriate media to effectively communicate information, arguments and analysis in a variety of forms to specialist and non-specialist audiences; fluency of expression; clarity and effectiveness in presentation and organisation. Work should be coherent and well-structured in presentation and organisation.

Guidance specific to this assessment:

- **Demonstrate initiative and professional responsibility:** *Show independent thinking in identifying strategic priorities and proposing realistic solutions. Structure your report to reflect professional standards and decision-making under uncertainty.*
- **Communicate clearly and effectively:** *Present your findings in a well-organised format, using clear language and appropriate visuals (e.g. matrices, charts) to engage both specialist and non-specialist readers.*
- **Showcase transferable and academic skills:** *Integrate multiple concepts and sources to build a coherent argument. Demonstrate strong writing, analytical thinking, and organisational skills—key attributes for graduate-level employment in strategic roles.*

STUDENT FEEDBACK FORM

This section details the *extent* to which the assessment criteria are demonstrated by you, which in turn determines your mark. The marks available for each category of skill are shown. Lecturers will use the space provided to comment on the achievement of the task(s), including those areas in which you have performed well and areas that would benefit from development/improvement.

Generic Assessment Criteria	Marks available	Marks awarded
1. Engagement with Literature Skills	10%	
2. Knowledge and Understanding Skills	25%	
3. Cognitive and Intellectual Skills	25%	
4. Practical Application Skills	25%	
5. Transferable Skills for Life and Professional Practice	15%	

Assessment Mark (Assessment marks are subject to ratification at the Exam Board. These comments and marks are to give feedback on module work and are for guidance only until they are confirmed.)

Late Submission Penalties (tick if appropriate)

Up to 1 week late (40% Max)

Over 1 week late (0%)

%

GENERIC ASSESSMENT CRITERIA

Level 6

In accordance with the Framework for Higher Education Qualifications, at the end of Level 6 students should have coherent and detailed knowledge and a systematic understanding of their subject area, at least some of which is informed by the latest research and/or advanced scholarship within the discipline. They will be able to accurately deploy established techniques of analysis and enquiry within a discipline, using their conceptual understanding to devise and sustain arguments and/or to solve problems. They should be aware of the uncertainty, ambiguity and limits of knowledge. They should be able to critically evaluate evidence, arguments, assumptions, abstract concepts and data (that may be incomplete), to make judgements, and to frame appropriate questions to achieve a solution - or identify a range of solutions. They will apply the methods and techniques that they have learned to review, consolidate, extend and apply their knowledge and understanding, and to initiate and carry out projects. They will have the ability to manage their own learning, and to make use of scholarly reviews and primary sources (for example, refereed research articles and/or original materials appropriate to the discipline). They will demonstrate the qualities and transferable skills necessary for employment requiring: the exercise of initiative and personal responsibility; decision-making in complex and unpredictable contexts; the learning ability needed to undertake appropriate further training of a professional or equivalent nature.

Level 6	FAIL	MARGINAL FAIL	SATISFACTORY (3 rd / Pass)	GOOD (2.2 / Pass)	VERY GOOD (2.1 / Merit)	EXCELLENT (1 st / Distinction)	EXCEPTIONAL (1 st / Distinction)
Category	0-29%	30-39%	40-49%	50-59%	60-69%	70-84%	85-100%
Engagement with literature (including reading, referencing, academic conventions and academic honesty)	Little or no evidence of reading and/or reliance on inappropriate sources. Views and findings mostly unsupported and non-authoritative. Referencing conventions used incoherently or largely absent.	Poor engagement with essential reading. No evidence of wider reading. Reliance on inappropriate sources, and/or indiscriminate use of sources. Heavily reliant on information gained through class contact. Inconsistent and weak use of referencing.	Engagement with a limited range of mostly relevant and credible sources. Some omissions and minor errors. Referencing conventions evident though not always applied accurately or consistently.	Engagement with an appropriate range of research-informed literature, including sources retrieved independently. Some over-reliance on texts. Referencing may show minor inaccuracies or inconsistencies.	Engagement with a wide range of research-informed literature, including sources retrieved independently. Selection of relevant and credible sources. Very good use of referencing, with no/very few inaccuracies or inconsistencies.	Engagement with an extensive range of relevant and credible literature, informed by the latest research. Consistently accurate application of referencing.	Exceptional engagement with an extensive range of relevant and credible literature, informed by the latest research. High-level referencing skills consistently and professionally applied.
Knowledge and understanding (Coherent and detailed knowledge and systematic understanding of the subject area, at least some of which	Major gaps in knowledge and systematic understanding of the subject matter. Substantial inaccuracies. No	Gaps in knowledge, with only superficial systematic understanding. Some significant inaccuracies	Limited knowledge and systematic understanding of the relevant concepts and principles within the subject area	Knowledge is reasonably detailed, accurate with a good systematic understanding of the field of study	Knowledge is reasonably extensive coherent and detailed. Exhibits very good understanding of the breadth and	Excellent coherent and detailed knowledge and systematic understanding of the principles and theories of current	Exceptionally coherent and detailed knowledge and systematic understanding of the principles and theories of the

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is informed by the latest research and/or advanced scholarship within the discipline.)	awareness of knowledge of the latest research and/or advanced scholarship within the discipline.	and/or irrelevant material. No awareness of knowledge of the latest research and/or advanced scholarship within the discipline.	which to some limited extent, is informed by current research and scholarship.	and to some extent, current research and scholarship.	depth of established views, and the work is, at least in part, well-informed by current research and scholarship.	research and scholarship. Clear awareness of challenges to established views and the limitations of the knowledge base.	subject, well-informed by current research and scholarship. A critical, sophisticated and nuanced awareness of the ambiguities and limitations of knowledge.
Cognitive and intellectual skills (Conceptual and critical thinking, analysis, synthesis and evaluation of research, assumptions, abstract concepts and data (that may be incomplete); logic, argument and judgement.)	Wholly or almost wholly descriptive work. Little or no analysis, synthesis or evaluation. Failure to develop arguments, leading to illogical or invalid judgements. Unsubstantiated generalisations, made without use of any credible evidence.	Largely descriptive work, with superficial use of critical evaluation. Weak development of arguments and judgements. Information accepted uncritically, uses generalised statements made with scant evidence and unsubstantiated opinions. Ideas sometimes illogical and contradictory.	Limited attempt at critical thinking, analysis, synthesis and evaluation, tending towards description. Some evidence to support emerging arguments and judgements but these may be underdeveloped or with a little inconsistency / mis-interpretation. Asserts rather than argues a case.	Some critical thinking, analysis, synthesis and evaluation. Can analyse new and/or abstract concepts and data without guidance. An emerging awareness of different stances and ability to use evidence (that may be incomplete) to support the argument. Mostly valid arguments and logical judgements. Some tendency to assert/state opinion rather than argue on the basis of reason and evidence.	Sound critical thinking, analysis, synthesis and evaluation demonstrating critical thinking. Ability to devise and sustain persuasive arguments, and to review the reliability, validity and significance of evidence (that may be incomplete) to make mostly appropriate and valid judgements.	Excellent critical thinking, analysis, synthesis and evaluation. Ability to investigate contradictory or incomplete information and make strong, persuasive, arguments and sophisticated judgements. Some evidence of independent thought and ability to 'see beyond the question', suggesting a grasp of the broader field and wider concepts.	Exceptional critical thinking, analysis, synthesis and evaluation based on judiciously selected evidence. Ability to investigate contradictory or incomplete information and make strong, persuasive, arguments and sophisticated, nuanced, judgements. Evidence of independent thought and ability to 'see beyond the question', suggesting an outstanding grasp of the broader field and wider concepts.
Practical skills (Apply/deploy accurately)	Limited or no use of methods,	Rudimentary application of methods,	An adequate awareness and mostly appropriate	A good and appropriate application of	A very good application of a range of methods,	An advanced application of a range of methods,	Exceptional levels of application and deployment skills

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Category	0-29%	30-39%	40-49%	50-59%	60-69%	70-84%	85-100%
established tools and techniques; initiate and carry out projects; formulate solutions to solve problems in complex and unpredictable contexts.)	materials, tools and/or techniques. Little or no appreciation of the context of the application. Limited understanding of the application of theory to practice or making appropriate links between the two. Very weak problem-solving skills in complex and unpredictable contexts.	materials, tools and/or techniques but without consideration and competence. Flawed appreciation of the context of the application. Weak understanding of the application of theory to practice, with only occasional evidence of making appropriate links between the two. Weak problem-solving skills in complex and unpredictable contexts.	application of well-established methods, materials, tools and/or techniques. Basic appreciation of the context of the application. Theoretical knowledge and understanding applied in practice, but not always making logical links between the two. Can identify problems and propose basic solutions in complex and unpredictable contexts without fully appreciating the complexity.	standard methods, materials, tools and/or techniques. Clear appreciation of the context of the application. Mainly consistent, accurate and logical application of theory to practice, making appropriate links between the two. Can identify problems and propose mostly appropriate solutions in complex and unpredictable contexts.	materials, tools and/or techniques. Very good consideration of the context of the application, with perceptive insights. Can identify problems and propose appropriate solutions in complex and unpredictable contexts. Evidence of some innovation and creativity.	materials, tools and/or techniques. The context of the application is well considered, and insightful. Application and deployment extend beyond established conventions. Can identify complex problems and propose excellent solutions. Innovation and creativity evident.	in unpredictable, practical contexts, drawing skilfully on the latest research within the discipline. Can identify complex problems and propose sophisticated solutions. Assimilation and development of cutting edge processes and techniques.
Transferable skills for life and professional practice (Exercise of initiative and personal responsibility; professional development; initiate and complete tasks and procedures: individually and/or collaboratively; use appropriate media to communicate effectively; fluency of expression; clarity	Communication medium is inappropriate or misapplied. Work is poorly structured, disorganised and/or confusingly expressed. Very weak use of language and/or very inappropriate style. Little or no evidence of autonomy (or collaboration,	Communication medium is poorly designed and/or not suitable for the audience. Work is poorly presented in a disjointed manner. It is loosely, and at times incoherently, structured, with information and ideas often poorly expressed. Weak use of language and/or	Can communicate in a suitable medium but with some room for improvement. Mostly ordered presentation and structure in which relevant ideas / concepts are reasonably expressed. Work may lack coherence in places. Can work as part of a team,	Can communicate effectively in a suitable format, but may have minor errors. Mostly coherent, organised work, in a suitable structure and is for the most part clearly expressed. Can work effectively independently and/or as part of a team, with clear	Can communicate well, confidently and consistently in a suitable format. Work is coherent, fluent, well-structured and organised. Can work very well autonomously and/or as part of a team, with very good contribution to group activities. Demonstrates very good graduate	Can communicate professionally confidently and consistently in a suitable format. Work is coherent, very fluent and is presented professionally. Can work autonomously with initiative. Where relevant can work professionally within a team, showing leadership	Can communicate with an exceptionally high level of professionalism. Work is exceptionally coherent, very fluent and is presented professionally. Can work exceptionally well and professionally within a team, showing advanced

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Category	0-29%	30-39%	40-49%	50-59%	60-69%	70-84%	85-100%
and effectiveness in presentation and organisation.)	where relevant) in the completion of tasks. Little or no evidence of the skills required in graduate employment.	inappropriate style. Weak independent initiative (or collaboration, if relevant). Limited evidence of the skills required in graduate employment.	but with limited involvement in group activities. Demonstrates the basic skills required in graduate employment, with some areas of minor weakness.	contribution to group activities. Demonstrates the skills required in graduate employment, with some areas of strength and some of minor weakness.	employment skills, with just occasional minor weakness.	skills as appropriate, managing conflict and meeting obligations. Demonstrates excellent graduate employment skills and an appetite for further development.	leadership skills. Demonstrates exceptional graduate employment skills and an appetite for further development.

THIS DOCUMENT IS ALSO AVAILABLE IN WELSH