



**GLOBAL
DEVELOPMENT
COLLEGE**

RTO:46191

HELPING YOU TAKE CHARGE OF

YOUR FUTURE

INFORMATION PACK

**FOR BSB80120 GRADUATE DIPLOMA
OF MANAGEMENT (LEARNING)**

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**GLOBAL
DEVELOPMENT
COLLEGE**

Australian
Qualifications
Framework



**NATIONALLY RECOGNISED
TRAINING**

Graduate Diploma of Management (Learning)



Do you want to be a highly specialised educator in learning and capability leadership?

About the program

Become a highly specialised Organizational learning and capability development manager. In this program, you will learn from expert lecturers in business, Management, and organisational learning and capability development. You will develop and apply highly specialised knowledge and skills to generate and evaluate complex ideas highly valued by organisations worldwide. These skills can include initiating,

designing and executing significant organisational learning and development functions. Graduates of the GDC Graduate Diploma of Management will be able to take full responsibility and accountability for the individual and work of others to build organisational capability. This course may interest corporate managers and leaders where learning and building capabilities are paramount.

At the end of this course, you will be able to:

- Develop learning and critical thinking skills for development strategies and complex problem-solving
- Review enterprise e-learning systems and
- Initiate and lead applied research solutions implementation
- Develop and implement business plans
- Lead strategic transformation
- Facilitate knowledge management
- Implement improved learning practice

This qualification is ideal for those seeking to or currently working as:

- Educators/Teachers (Primary, Secondary, Highschool and College)
- Human Resources Manager and Workers
- Learning Development Officer/Director
- Managing Directors
- CEOs • Defence Personnel • Emergency Services Personal
- Local Government Employees
- Anyone interested in Management and Human Development

BSB80120 Graduate Diploma of Management (Learning)

Entry Requirements

NIL: There is no entry requirement for this qualification.

Mode of Delivery

- Online (Self Paced)
- Distance (Self Paced)
- Face-to-Face at Workplace

Packing Rules

A total of 8 units of competency comprising

3 core units plus

5 elective units, of which:

- 3 elective units must be selected from the elective units listed below
- for the remaining 2 elective units:
 - up to 2 units may be selected from the elective units listed below
 - if not listed, up to 2 units may be selected from an Advanced Diploma, Graduate Certificate or Graduate Diploma from this or any other currently endorsed Training Package qualification or accredited course.

**Note: All units listed on training.gov.au*

AQF Qualifications/ Levels

LEVEL	CERTIFICATE
AQF LEVEL 10	DOCTORAL DEGREE
AQF LEVEL 9	MASTER'S DEGREE
AQF LEVEL 8	GRADUATE DIPLOMA OF MANAGEMENT (LEARNING)
AQF LEVEL 7	BACHELOR'S DEGREE, UNDERGRADUATE CERTIFICATE
AQF LEVEL 6	ADVANCED DIPLOMA
AQF LEVEL 5	DIPLOMA

BSB80120 Graduate Diploma of Management (Learning):

Units

S.No	Unit	Type
1	BSBLDR811 Lead strategic transformation	Core
2	TAELED803 Implement improved learning practice	Core
3	BSBHRM613 Contribute to the development of learning and development strategies	Core
4	BSBINS603 Initiate and lead applied research	GDC Core
5	BSBHRM615 Contribute to the development of diversity and inclusion strategies	Elective
6	BSBLDR601 Lead and manage organisational change	Elective
7	BSBLDR812 Develop and cultivate collaborative partnerships and relationships	Elective
8	BSBFIN801 Lead financial strategy development	Elective
9	BSBSTR801 Lead innovative thinking and practice	Elective
10	BSBCRT611 Apply critical thinking for complex problem solving	Elective
11	BSBOPS601 Develop and implement business plans	Elective
12	BSBSTR802 Lead strategic planning processes for an organisation	Elective
13	PUAECL004 Lead in a crisis	Elective
14	PUAECL007 Define crisis context	Elective
15	BSBLDR813 Lead and influence ethical practice	Elective
16	PUAECL002 Lead and manage programs that develop resilience	Elective

BSB80120 Graduate Diploma of Management (Learning):

Core Units Synopsis

BSBLDR811 Lead Strategic Transformation

Advance your executive leadership capacity by mastering the skills to design and lead large-scale strategic transformation. This unit develops advanced strategic thinking, change leadership, and stakeholder engagement capabilities required to guide organisations through complex transitions. You will learn to align people, systems, and culture with long-term organisational vision while driving innovation and performance. Ideal for senior leaders, this course empowers you to navigate uncertainty, manage disruption, and deliver lasting organisational impact.



TAELED803 Implement Improved Learning Practice

Advance your professional expertise by strengthening learning practices that improve organisational performance and learner outcomes. This unit develops your capability to evaluate existing learning approaches, implement evidence-based improvements, and embed high-quality learning solutions across diverse contexts. You will enhance your analytical, instructional design, and facilitation skills while fostering continuous improvement in learning delivery. Ideal for learning and development specialists, this course empowers you to create effective, engaging, and future-ready learning environments.

BSBHRM613 Contribute to the Development of Learning and Development Strategies

Advance your leadership impact by contributing to the design of strategic learning and development frameworks that strengthen organisational capability. This unit builds your ability to analyse workforce needs, support planning processes, and align learning initiatives with organisational objectives. You will develop high-level consultation, evaluation, and planning skills to improve performance and foster continuous professional growth. Ideal for learning and development professionals and senior managers, this course empowers you to drive sustainable workforce development and organisational success.



GDC Core Unit Synopsis

BSBINS603 Initiate and Lead Applied Research

Elevate your engineering expertise with this dynamic unit. Designed for Principal Technical Officers and engineering professionals, you will gain the skills and knowledge to seamlessly integrate technologies, processes, components, or equipment for complex engineering projects or operations. Master the balance of sustainability, work health and safety (WHS), and regulatory requirements while applying scientific principles, mathematics, and advanced tools like CAD, system analysis, and modelling. Perfect for those with experience in materials, manufacturing, and risk management, this course empowers you to drive innovative, efficient, and compliant engineering solutions.

BSB80120 Graduate Diploma of Management (Learning): Electives units Synopsis

BBSBHRM615 Contribute to the Development of Diversity and Inclusion Strategies

Lead the way in building a greener future with this essential unit for supervisors, managers, and team leaders. Gain the expertise to design, implement, and refine workplace sustainability policies that meet evolving environmental standards and organisational needs. Learn to engage stakeholders, monitor sustainability performance, and drive continuous improvement across diverse sectors—from manufacturing and warehousing to office operations. Whether working independently or as part of a team, this course equips you to champion sustainable practices that reduce environmental impact, strengthen compliance, and enhance long-term organisational resilience.

PUAECL007 Define Crisis Context

Develop the capability to analyse and define crisis situations within leadership roles. This unit equips you with the skills to assess impacts on organisations and communities, identify risks, and guide mitigation, preparedness, and recovery planning. You will enhance decision-making, stakeholder engagement, and ethical judgement in uncertain and high-pressure conditions. The unit strengthens your ability to communicate effectively, support coordinated responses, and influence outcomes. Ideal for crisis management and emergency professionals, this course empowers you to lead with clarity, foster collaboration, and drive effective action in rapidly changing environments.





PUAECL004 Lead in a Crisis

Build the expertise to lead confidently through high-stakes and complex crises. This unit equips you to analyse uncertainty, make critical decisions, and implement effective mitigation, preparedness, response, and recovery strategies. You will strengthen your ability to manage risk, coordinate stakeholders, maintain strategic relationships, and demonstrate ethical leadership under pressure. The unit focuses on building resilience, navigating ambiguity, and delivering coordinated outcomes. Designed for government, non-government, and emergency service professionals, this course empowers you to protect communities and organisations while leading with confidence in dynamic and challenging environments.

BSBLDR812 Develop and Cultivate Collaborative Partnerships and Relationships

Elevate your strategic leadership capabilities by mastering the art of building and nurturing high-impact collaborative partnerships. This unit develops advanced skills in establishing relationships with business and industry stakeholders, communicating to influence others, cultivating new and existing partnerships, and leading the development of structured partnership programs. You will learn to foster positive collaborative dynamics, implement effective reporting mechanisms, and drive mutual value creation while navigating complex organisational and external environments. Ideal for senior executives, managers, and strategic leaders, this course empowers you to leverage alliances for enhanced innovation, resource sharing, organisational growth, and sustainable competitive advantage in dynamic business landscapes.

BSBFIN801 Lead Financial Strategy Development

Elevate your executive financial leadership by mastering the skills to lead the development and implementation of robust financial strategies for organisations or business units. This unit builds advanced capabilities in analysing financial reports, forecasting future requirements, interpreting complex financial data, and aligning strategies with organisational goals while ensuring compliance with legislative and regulatory standards. Ideal for senior managers, executive leaders, strategic business analysts, and CFO-level professionals, this course empowers you to drive informed decision-making, support enterprise planning, and deliver sustainable financial performance in dynamic and competitive environments.

BSBSTR801 – Lead Innovative Thinking and Practice

Strengthen your strategic leadership by developing the capability to generate, lead, and sustain innovation across organisations. This unit builds advanced skills in identifying emerging trends, stimulating creative thinking, researching innovation drivers, and modelling positive innovation through leadership behaviour. You will learn to foster a culture that encourages idea sharing, manage risks, promote knowledge transfer, and embed systems that support continuous improvement. Ideal for senior leaders and change-makers, this unit empowers you to navigate complexity, inspire creativity, and drive long-term organisational success.



BSBSTR802 Lead Strategic Planning Processes for an Organisation

Master the leadership capabilities required to guide high-level strategic planning across complex organisations. This unit develops advanced skills in environmental scanning, data analysis, stakeholder consultation, risk assessment, and resource planning. You will facilitate collaborative planning processes, develop comprehensive strategic frameworks, establish performance measures, and implement monitoring and review systems. The unit strengthens your ability to anticipate challenges, adapt strategies, and drive continuous improvement. Ideal for executives, business owners, and strategic planners, this course empowers you to provide clear organisational direction and achieve long-term success in dynamic and evolving environments.



BSBLDR601 Lead and Manage Organisational Change

Steer your organisation through transformation with this essential unit for senior managers. Gain the skills and knowledge to lead and manage impactful organisational change, driving strategic initiatives that align with business goals. Learn to navigate complex change processes, engage stakeholders, and foster resilience across teams or large organisational units. Ideal for those in human resources, workforce development, or strategic planning roles, this course equips you to champion adaptability, inspire confidence, and ensure sustainable success in dynamic environments. explore change management, strategic leadership skills

BSBCRT611 Apply Critical Thinking for Complex Problem Solving

Develop advanced critical thinking skills to confidently address complex workplace challenges. This unit equips autonomous leaders with the tools to analyse non-routine problems, evaluate information, and design innovative, practical solutions. You will enhance decision-making, risk management, and strategic judgement while strengthening your ability to lead teams through uncertainty. Ideal for professionals responsible for high-impact decisions, this unit empowers you to foster creative problem-solving, improve organisational performance, and deliver sustainable outcomes in demanding environments.

BSBOPS601 Develop and Implement Business Plans

Gain the expertise to design and implement comprehensive business plans that drive organisational success. This unit builds advanced leadership skills in strategic planning, operational management, resource alignment, and performance monitoring. You will learn to lead multiple teams, manage risks, track outcomes, and adjust strategies to ensure goals are achieved. The unit supports translating organisational vision into actionable plans while fostering accountability and innovation. Designed for senior managers, business owners, and emerging executives, this course empowers you to strengthen organisational capability, enhance operational efficiency, and achieve sustainable growth in competitive environments.



BSBLDR813 Lead and Influence Ethical Practice

Advance your leadership by embedding ethical practice across all levels of the organisation. This unit develops advanced skills in designing ethical frameworks, implementing policies and procedures, and promoting ethical decision-making. You will learn to manage ethical dilemmas, model professional integrity, ensure regulatory compliance, and foster open dialogue on ethical issues. The unit supports building a strong organisational culture of accountability, trust, and transparency. Designed for senior leaders and managers, this course empowers you to mitigate risk, strengthen governance, and drive sustainable, values-based organisational performance.



PUAECL002 Lead and Manage Programs that Develop Resilience

Strengthen your leadership capability by designing and managing programs that build organisational and community resilience. This unit develops advanced skills in program planning, implementation, evaluation, stakeholder collaboration, and ethical decision-making under pressure. You will learn to prepare people and systems for disruption, guide recovery initiatives, and strengthen long-term adaptive capacity. The unit focuses on fostering partnerships, navigating uncertainty, and delivering sustainable outcomes. Applicable across public, private, and non-government sectors, this course empowers leaders to enhance resilience, improve preparedness, and lead confidently in high-risk and complex environments.