SCHEME OF WORK – 2025 Year 2 BUSINESS Teacher 1

WEEK	SPECIFICATION	CONTENT/AMPLIFICATION	Planned Study Teaching and Learning Strategies Checks on Learning	Reading Sharepoint Resources Core Skills Assignments
3 9 th Sep	(1hr) Welcome back and intro to A2 (2nd hr) Start week 4. 3.7 Analysing the strategic position of a business 3.7.2 Analysing the existing internal position of a business to assess strengths and weaknesses: financial ratio analysis To learn about how to assess the financial performance of a business using balance sheets, income statements	Share new department vison, philosophy poster to embed the students understating of employer (stakeholder links). Share new assessment schedule, feedback sheets and give out new pro-study booklets. Essay Technique PowerPoint and set H/W.	How did they do? Set targets for this year chats. (Vision – VESPA) Students record this on a sheet of A4 and place it in the front of their folder. Could also create a vision 'Dashboard' for their room or the classroom. A2 approach Book Tutorials etc Planned Study Task 1: Buy a textbook if you didn't last year. Balance Sheet and Income Statement tutorials	Reading: Chp 26 P342-354 Surridge and Gillespie Resources: Welcome back test VLE – Revision section – AS vocab and welcome back tests Core Skills: Multiple choice questions and some numbers Assessment: Homework 1 – T1 – Productivity Essay (25 mark essay practice) + 5 MC

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16 th Sep	3.7 Analysing the strategic position of a business 3.7.2 Analysing the existing internal position of a business to assess strengths and weaknesses: financial ratio analysis To learn about how to assess the financial performance of a business using balance sheets, income statements	Self-assess homework 1 and record scores on MyProgress. (Spot check 5 in class) Intro to Income statements and balance sheets. What do the terms all mean? Structure and rearranging. Get to grips with what is going on in each section and what those sections tell us. Is the business doing well or badly? What stakeholders are interested in those areas?	Income statement: https://media.collyers.ac. uk/view2.aspx?id=13255~ 5d~uPTCHIqFLS Balance Sheet: https://media.collyers.ac. uk/view2.aspx?id=13256~ 5e~WDi3rHs2iI Match-Up (scaffold items with headings and subheadings) Use the BTEC practice proformas? Dominoes — definitions Tarsia on accounts Planned Study Task 2: Profitability Ratios Tutorial	Reading: Chp 26 p342-354 Surridge and Gillespie Sharepoint Quizzes: Financial Objectives and Influences Analysing Income Statements Analysing Balance Sheets Resources: Sharepoint file Knowledge questions from p362 S+G Q1-5 to choose from for lesson starters. Link to annual reports section on sharepoint Core Skills: Some calculations and financial knowledge

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5 23rd Sep	internal position of a business to assess strengths and weaknesses: financial ratio analysis Assessing financial performance: Profitability Ratios Assessing financial performance: Financial Health (liquidity) and Gearing Ratios	Financial ratio analysis to include:	Calculating ratios from some real world data and interpreting the findings Analysing a business in a case study Set up share trading groups for the enrichment slot Complete the revision grid Planned Study: Task 3 Tutorial on Financial Health Ratios Calculating ratios from some real world data and interpreting the findings Analysing a business in a case study Follow up on share trading groups for the enrichment slot Planned Study: Task 4 Tutorial on Financial Efficiency Ratios, Payables and receivables and stock and asset turnover—calc check.	Reading: Chp 26 P355-357 Surridge and Gillespie Sharepoint Quizzes: Ratios – Profitability Using Financial Data Resources: RR sharepoint file. Company Accounts 'Library' – links to a few famous company's annual accounts on sharepoint Revision grid here Core Skills: Calculations – percentages Reading: Chp 26 P357-359 Surridge and Gillespie Sharepoint Quizzes: Ratios – Liquidity Ratios – Gearing and Shareholders Resources: RR sharepoint file Company Accounts 'Library' Multiple choice questions for Accs book Core Skills: Calculations – percentages

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6 30 th Sept	3.7.2 Analysing the existing internal position of a business to assess strengths and weaknesses: financial ratio analysis Assessing financial performance: Financial Efficiency Ratios	Financial Efficiency Ratios	Calculating ratios from some real world data and interpreting the findings Analysing a business in a case study Follow up on share trading groups for the enrichment slot Completing the revision grid. Planned Study: Task 5 Value of ratio analysis when assessing performance http://www.bbc.co.uk/news/business-32408661	Reading: Chp 26 p359-360 Surridge and Gillespie Sharepoint Quizzes: Ratios – Financial Efficiency Resources: RR sharepoint file Multiple choice questions for Accs book Core Skills: Calculations – percentages Progress Review - Students
			http://www.bbc.co.uk/ne ws/business-29306444 Tesco story – what has gone on – do a summary 100 words	

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7 7 th Oct	3.7.2 Analysing the existing internal position of a business to assess strengths and weaknesses: financial ratio analysis To understand the value of financial ratios when assessing performance.	Issues to consider when thinking about how useful ratios are include Profit quality, One-off items (exceptional and extraordinary), Window dressing and fraud, general context (econ, time, comp, industry)	News articles: identify the issue or mischief and then explain the effect of it on the accounts What was the cause? Where did the pressure come from to maintain performance. Case studies Planned Study: Task 6 How to analyse data other than financial statements.	Reading: Chp 27 p361 and p354 Surridge and Gillespie Sharepoint Quizzes: Ratios - limitations Resources: Sharepoint file News articles Enron story – Smartest guys in the room – screening? Core Skills: some possible calculations

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8 14 th Oct	3.7.3 Analysing the existing internal position of a business to assess strengths and weaknesses: overall performance To learn about how to analyse data other than financial statements to assess the strengths and weaknesses of a business.	Data other than financial statements should include: Operations: Productivity (labour, labour cost per unit, productivity and capital expenditure) Quality (customer loyalty, satisfaction, faulty products, wastage) Capacity Utilisation Human Resources: Productivity Absenteeism H+S data Labour cost per unit Wages and recruitment costs Labour turnover and retention Marketing: Market share, size and growth Sales data and which channel Delivery times Product range details Sales patterns through the year Impact of marketing Elasticity Environment: Carbon footprint Data may be analysed over time or in comparison with other businesses.	What data? – Significance of the data? Produce a mind-map. Jigsaw: each table gets an area to discuss what they would measure. Then hand out or assign a couple of companies to each group to see if they can get even more specific Scoring system? Investigate the environmental footprint of a business in their reports or other data they measure. Planned Study: Task 7 Knowledge check questions – 5 and 6 p383 Golden Rule #1 Hamel and Prahalad – heavy	Reading: Chp 27 p364-372 and p375-379 Surridge and Gillespie Sharepoint quizzes Resources: Sharepoing file RR powerpoint on HR data BP environment data PPQ – Q1 Paper 2 2018 (M+S) Core Skills: Calculations – percentages Companies to use? John Lewis South Lodge Hotel Collyers JLR or other car company McDonalds Tesco BA/IAG Space X Uber Computer room?

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9 21 st Oct	3.7.3 Analysing the existing internal position of a business to assess strengths and weaknesses: overall performance	What is a core competence? How can these be maintained?	Use planned study to get definitions and then use examples eg Honda – engines, Canon – imaging tech.	Reading: Chp 27 p373-374 Surridge and Gillespie Sharepoint quizzes Resources
	To leave shout accession shout	Short and Long-term performance Eg R+D Profit quality Employee engagement Customer satisfaction	What are these factors? What do they mean? What would you measure? What companies would use it as a measure? Is the impact on short	Sharepoint file Bottom line – outsourcing podcast Table to complete
	To learn about assessing short- and long-term performance.	Brand imageSustainability	term performance different to long-term performance? Table is in Linear A2 file	
			Planned study: Task 8 Elkington's Triple Bottom Line	
		October Ha	f-Term	

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10 4 th Nov	3.7.3 Analysing the existing internal position of a business to assess strengths and weaknesses: overall performance The value of different measures of assessing business performance.	Methods of assessing overall business performance to include: • Elkington's Triple Bottom line (Profit, People, Planet). Usefulness of model.	Could perhaps use the Company Annual Reports as a potential source of data. Case study – p61 S+G Prep essay in class	Reading: Chp 27 p379-382 Surridge and Gillespie Sharepoint Quizzes: Elkington's Triple Bottom Line Resources Sharepoint file Essay – 2019 section D Elkington Esaay Core Skills: Planning and essay
			Planned study: Task 9 Which market to compete in	

WEEK	SPECIFICATION	CONTENT/AMPLIFICATION	Planned Study Teaching and Learning Strategies Checks on Learning	Reading Sharepoint Resources Core Skills Assignments
11 11 th Nov	3.8.1 Strategic direction: choosing which markets to compete in and what products to offer To understand factors influencing which markets to compete in and which products to offer.	 SWOT Expected costs Expected returns Opportunity Costs Risk Core Competencies Stakeholders Ethics Try to link to some the stuff done earlier eg balance scorecard	Use case study p166? Table – what are these factors and how do they affect the decision regarding which markets to compete in. Apple and Google working on cars. How were the above factors relevant? Tesco (Fresh n Easy and China), Starbucks into China – why did they do that? News articles?	Reading Chp 33 p491-493 Surridge and Gillespie Sharepoint quizzes Resources Sharepoint file Table – Linear A2 file News articles/Twitter feed
	To understand the reasons for choosing and value of different options for strategic direction.		Planned study: Task 10 Porter's Five Forces Tutorial — 1 st explains what the 5 forces are. Also provide link to You Tube Porter. Knowledge based questions 1-10 p465	

WEEK	SPECIFICATION	CONTENT/AMPLIFICATION	Planned Study Teaching and Learning Strategies Checks on Learning	Reading Sharepoint Resources Core Skills Assignments
12 18 th Nov	3.7.7 Analysing the external environment to assess opportunities and threats: the competitive environment To learn about Porter's five forces, how and why these might change	An understanding of the five forces to include:	Lesson starter – draw the diagram Analysing different industries and companies in terms of the competitive forces, Jigsaw? Posters? Asking a longer written answer for a specific case – which force (out of 2 specified) is the bigger threat? Similar to PPQ	Reading: Chp 31 p461-465 Surridge and Gillespie Sharepoint Quizzes: Porter's Five Forces Changing competitive structure Resources Sharepoint file RLR Powerpoints short answer questions minimum p493 https://www.youtube.com/watch?v=RvmNXfL- YIE&index=6&list=PLBuW3SAjOdjnkW8OmBK2 SkqP QzesR64d
			Planned Study: Task 11 Ansoff's Matrix	

WEEK SPECIFICATION	CONTENT/AMPLIFICATION	Planned Study Teaching and Learning Strategies Checks on Learning	Reading Sharepoint Resources Core Skills Assignments
Porter's 5 Forces The implications of these forces for strategic and functional decision making and profits 3.8 Choosing strategic direction: choosing which markets to compete in and what products to offer Ansoff's Matrix	Analysing a business in terms of the forces – which are favourable or adverse and what to do to combat each force? Strategic direction to include the Ansoff's Matrix and value of: • market penetration • market development • new product development • diversification.	Case study analysis and deciding which forces are the most favourable or adverse and what to do. (Leave out naming the generic strategies) A3 fill in sheet Analyse a business eg VW, Google, Mondelez, Nintendo Prep essays p167 – use both and split the class. Some do one and some do the other and write an essay plan Planned Study: Task 12 Revision task	Reading: Chp 31 p461-465 Surridge and Gillespie Sharepoint Resources Core Skills Robert's Media – q's from old h/w Paper 2 2019 Q1 Reading Chp 33 p487-490 Surridge and Gillespie Sharepoint Quizzes: Ansoff Ansoff's Matrix Resources Sharepoint file PPQ Q3 Paper 2 2017 Essay – section C (prod dev v mkt dev) 2018 Core Skills

WEEK	SPECIFICATION	CONTENT/AMPLIFICATION	Planned Study Teaching and Learning Strategies Checks on Learning	Reading Sharepoint Resources Core Skills Assignments
14 2 nd Dec	Finish Ansoff's Matrix Essay technique	Writing introductions Writing arguments Writing conclusions	Planned Study: Task 13 Porter's Generic Strategies	Assignments Progress Reviews - Teachers

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15 & 16	3.8.2 Strategic positioning:	Strategic positioning to include:		Reading Chp 34 p495-503 Surridge and Gillespie
9 th Dec	choosing how to compete	Porter's low cost,		
		differentiation and focus		Sharepoint Quizzes:
EOT 18 th Dec	To learn about how to compete	strategies		Strategic Matrix – Porter
	in terms of benefits and price.			Bowman's strategic clock
		Factors which help cost leadership		Resources
		are:Lower input costs		Sharepoint file
		Economies of scale		Powerpoint notes
		Experience		
		Design of product/process		
		0 - 1 41		
		Coping with the 5 forces Piggy in the middle don't work ie allows a business to compete efectively	Can they think of examples of piggy in the middle – PS follow up?	
	To learn about the value of different strategic positioning strategies.	Christmas I	Planned Study: Task 14 Competitive advantage.	

WEEK	SPECIFICATION	CONTENT/AMPLIFICATION	Planned Study Teaching and Learning Strategies Checks on Learning	Reading Sharepoint Resources Core Skills Assignments
17 6 th Jan	3.8.2 Strategic positioning: choosing how to compete To learn about influences on the choice of a positioning strategy.	Some of the above and		Reading Chp 34 p501-502 Surridge and Gillespie Resources Sharepoint file
	Competitive Advantage: To understand the benefits of having a competitive advantage. To understand the difficulties of maintaining a competitive advantage.	As above – allows you to cope with the competitive environment. Marcouse text book. P489 Sustaining profit into the future Sustained by things like – legal protection, control over resources, culture	Lesson starter – what are the advantages of having a competitive advantage? How to maintain a competitive advantage? Case study – p504 Morrisons – could add the question – Does Morrisons have a competitive advantage if it is repositioned on Price	
			Planned Study: Task 15 Investment Appraisal Revision	

3.7.8 Analysing strategic options: investment appraisal conditions investment appraisal conditions investment appraisal operation of payback, average rate of return and investment. Investment appraisal conditions and interpretation of payback, average rate of return and net present value.	WEEK	SPECIFICATION	CONTENT/AMPLIFICATION	Planned Study Teaching and Learning Strategies Checks on Learning	Reading Sharepoint Resources Core Skills Assignments
		options: investment appraisal To understand financial methods of assessing an	calculation and interpretation of	choice questions and Knowledge check questions p480 S+G Case studies with data elements eg p481-482 Warn of a test on this! Pair up: Write a question for another pair	Reading Chp 32 p468-480 Surridge and Gillespie Sharepoint Quizzes: Payback and ARR Net Present Value Resources: Sharepoint file Multiple choice questions from Accs book

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19 20 th Jan	3.7.8 Analysing strategic options: investment appraisal To learn about the factors influencing investment decisions. (review) Opportunity for some skills building in general?	Allow 30 mins at start to recall calculation from IA. Other and Non-financial factors Interest rate Profit Alternatives Criterion levels Corporate aims and obj Environmental and ethical issues Industrial relations Changing the data An appreciation of risk and uncertainty	Analysing what the risks might be for a big project Eg Virgin Galactic Takeover of another business New Machinery or process Perhaps use RR or De Lorean Planned Study: Task 17 Pressures for Change	Reading Chp 32 p468-480 Surridge and Gillespie Sharepoint Quizzes: Making investment decisions Inv Appraisal – Risk and uncertainty Resources Core Skills: Spreadsheets

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20 27 th Jan	3.10 Managing strategic change 3.10.1 Managing change To learn about causes of pressures for change.	Types of change include: internal change external change (PEST) incremental v strategic change anticipated v emergent Rapid and unexpected (disruptive) Long-term	Analysing businesses in terms of these changes Give a company to each table/pair? News articles (Kodak, Uber, Whitbread, Dyson, Royal Mail – match up) Mind Map	Reading Chp 39 p565-571 Surridge and Gillespie Sharepoint Quizzes: Internal Causes of Change Internal and External Change Resources: Sharepoint file Shift Happens Shift Happens 2020 - Bing video
	To understand the value of change. To understand the value of a flexible organisation.	Why is change good? Examples of flexible organisation include: restructuring delayering flexible employment contracts organic structures vs mechanistic outsourcing (yr 1)	How can an organisation be flexible? (Sport's Direct, Thomas Cook, South Lodge) How might different businesses make themselves more flexible? Marketing – product range, Finance – liquidity and gearing. Ops – robots and engineering Analyse a case study and spot flexibility and areas where there may be a lack of flexibility. (Superstyle)	Gorilla vid https://www.youtube.com/watch?v=1D07neiB7HI also on powerpoint Planned Study: Task 18 What information would a business look to generate/capture in order to be flexible? Lewin's Force Field Analysis

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21 3 rd Feb	3.10.1 Managing change Flexible Organisations: To understand the value of managing information and knowledge. Managing Change	Knowledge and information management. Eg sales data, HR date etc This allows a business to	What concepts have we covered that can be assigned to these? Use a case study to analyse the forces for change and the resisting forces. Can they apply it to their own lives – getting down to work? (VESPA 12, 14, 15, 16) Students write answer to planned study atsk on board. Planned Study: Task 19 Revision and K+S	Reading Chp 39 p567 Surridge and Gillespie Sharepoint Quizzes: Lewin's Forcefield Analysis Resources: Sharepoint file PPQ – Q3 Paper 2 2018		
22 10 th -14 th Feb	A – Level Whole College Mock Week					
		(No teaching)				

		Feb	Half-Term	
WEEK	SPECIFICATION	CONTENT/AMPLIFICATION	Planned Study Teaching and Learning Strategies Checks on Learning	Reading Sharepoint Resources Core Skills
23 24 th Feb	3.10.1 Managing change To learn about barriers to change. To learn how to overcome barriers to change.	Kotter and Schlesinger's four reasons for resistance to change. Self-interest Low tolerance for change Different assessment Misunderstanding/lack of trust Kotter and Schlesinger's six ways of overcoming resistance to change. Education and communication Facilitation and support Participation and involvement Manipulation and cooption Negotiation and bargaining Explicit and implicit coercion	Analysing cases for forms of resistance News articles to match to the theory. What are all these things — how do they relate to hard and soft HRM? Which might be quicker or slower? Recommending ways for a business/case to overcome change or explaining why a specific way to overcome change worked. Planned Study: Task 20 Culture	Assignments Reading Chp 39 p571-573 Surridge and Gillespie Sharepoint Quizzes: Kotter and Schlesinger Resistance to Change Change Management Implementing and Managing Change Resources: Sharepoint file Click plc Past unit 3 Roberts Media Past unit 3 Chocolatier Past unit 3 PowerPoints News articles and Twitter Feed Core Skills

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24 3 rd March	3.10.2 Managing organisational culture To understand the importance of organisational culture. To learn about the influences on organisational culture. Types of culture	What is culture? How culture comes about/be made stronger General examples of businesses with a recognisable culture (eg Zappos, Apple, Body Shop, RBS and Barclays, BP, etc) Cultural models should include: • Handy's task culture, role culture, power culture and person culture	Card sort - Handy Investigate these businesses Planned Study: Task 21 & 22 Revision	Reading Chp 40 p575-579 Surridge and Gillespie Sharepoint Quizzes: Organisational Culture – Importance Organisational Culture - Types Culture – Handy Resources: Sharepoint file Culture file from previous research theme Hofstede Website – country comparison Book – Handy 'Gods of Management' Zappos Core Skills

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25 10 th March	3.10.2 Managing organisational culture To learn about the reasons for, and problems of changing organisational culture.	Consider influences on culture such as History (Kodak) Leadership (family, Style) Society (Hofstede, values) Experience and business performance (Kraft-Cad) Ownership (Warburtons, Timpson)	PPT on why companies go bad Ways that culture can manifest itself	Reading Chp 40 p580-582 Surridge and Gillespie Sharepoint Quizzes: Culture and Change Resources: Culture file from previous research theme Lego – Data response q – Q2 Paper 2 2018 Core Skills
		Problems include Changing beliefs and existing assumptions Requires training Could be lots of people in different places (Global-distance) The culture is strong May need new leadership f Sense of urgency	A good time to remind learners of all the forms of resistance to change Plan essays in class – lots to choose from – maybe then do it the next lesson?	
			Planned Study : Task 23 Strategy + leadership	

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26 17 th March	3.10.3 Managing strategic implementation To learn how to implement strategy effectively. To understand the value of communication in strategic implementation.	What is strategy? (getting from A to B) P259 To understand the value of leadership in strategic implementation. The difference between leadership and management. What do leaders do? • Set clear objectives with clear reasons • Gain support of management and employees • Get resources organised • Ensure communication systems are in place • Ensure reward and appraisal systems are in place • Overcome resistance • Design systems to check quality • Ensure there are clear stepping stones Why is communication important?	Mintzberg – examples Investigate some of the leaders on my list. • What did they do? • What was the impact? • Consider what they did against the textbook list. • Divy them up around the tables – Rank them? Present? PPT – Kotter 8 stages and Kotter Change Leadership (slide on ppt) Planned Study: Task 24 Org Structure	Reading Chp 41 p585-587 Surridge and Gillespie Sharepoint Quizzes: Leaders v Managers Leadership Leadership and Managing Change Resources: Sharepoint file RR powerpoints Leadership essays Computers? Core Skills Communication

WEEK	SPECIFICATION	CONTENT/AMPLIFICATION	Planned Study Teaching and Learning Strategies Checks on Learning	Reading Sharepoint Resources Core Skills Assignments
27 24 th March	3.10.4 Problems with strategy and why strategies fail To learn about difficulties of strategic decision making and implementing strategy. To learn about planned vs emergent strategy. To understand reasons for strategic drift. (mission creep)	Why do strategies go wrong? Wrong objectives (Iceland?) Poor or incomplete data Badly analysed data Wrong implementation Progress misread External influences Eg Honda From textbook What is it? Why does it happen? Counter Golden Rule #1 Eg Kodak, Nokia	Planned Study: Read a couple of classic case studies. Come able to explain the story to a class mate. Link the cases to the theory as to why the strategy went wrong What about the future? Who is doing something funky eg Apple Car, Tesla, Space X, Virgin Galactic — will they work? Class opinion Cock-Ups (starteic drift) Blurbs round the room.	Reading Chp 42 p596-599 Surridge and Gillespie Sharepoint file Resources: Rolls Royce De Lorean Kodak Levis PowerPoint Ansoff V Drucker?
			Planned Study: Bottom line podcasts eg? Timsons	

	SPECIFICATION	CONTENT/AMPLIFICATION	Planned Study Teaching and Learning Strategies Checks on Learning	Reading Sharepoint Resources/ Core Skills Assignments
28 31 st March	3.10.4 Problems with strategy and why strategies fail To evaluate strategic performance. To understand the value of strategic planning. To learn about the value of contingency planning and crisis management.	How do we judge success? What is strategic planning and what is contingency planning Crisis Management: Examples of a crisis How contingency planning helps	Analyse news articles What if they went public? Planned study = revision Analyse the performance of some companies. Check out their annual accounts and web site. What do you think? Crisis Management file — examples and simulation	Reading Chp 42 p599 Surridge and Gillespie Sharepoint – year 1 Resources: Bottom Line podcasts News articles on recent dust-ups between shareholders and management Reading Chp 18 P274 Surridge and Gillespie Resources: Tesco case p276-7 S+G Reading Chp 42 p600-601 Surridge and Gillespie Sharepoint Quizzes: Contingency Planning Resources:
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End of SOW				
Easter Break				
29				
30				
31				
32				
2A Study Leave				