



## ILM Endorsed Leadership & Management Programme

**Suggested time frame: six-seven months**

**Endorsed programme with certificate upon completion issued by ILM.**

A six to seven month practical programme for all Managers, who are ear-marked for leadership roles within the organisation. In addition this programme is well suited for existing leaders who are developing their own skills and wish to accelerate their progress.

The programme has been written and designed by highly experienced commercial directors with focus around: strategic edge, commercial awareness and profitability gain.

In addition to this programme will allow individuals to apply their own learning around leadership competencies and behaviours in the workplace.

The programme consists of:

- Five module based training days covering: Challenges facing the organisation, leadership in the workplace, leadership standard, strategic strands, developing the strategy, high performance coaching, communication, conflict and change, emotional intelligence, developing strong people skills and leadership motivation and much more
- Minimum of four face-face executive coaching sessions
- Action based learning around leadership standards, values, strategy and personal development

- Leader journey log and continued professional development actions 12 month membership to ILM with unlimited resources to support learning and development
- Choice to participate in taking the psychometric measure ILM72 (Integrated Leadership Measure) PROtential Coaching 360 multi-rater questionnaire wrapped around leadership competencies, edge, relationship management and emotional energy
- Final written assessment paper upon completion of the programme externally verified by ILM (Institute of Leadership & Management)
- Tutor support through-out the programme
- Certificate upon completion of the programme to add to CPD (Continued Professional Development) journal

The purpose of the development programme is to:

- Identify people within the organisation who have talent and interest in leading and managing or who are currently in a managerial and leadership role
- Draw out skills and personal insight to bring creativity, vision and entrepreneurial ability to the fore
- Develop an understanding of leading edge organisational ideas
- Connect personal vision and goals to the organisation's agenda
- Create the conditions for their organisation's achievements
- Explore and understand the organisations' current culture and values.
- Create a standard and write a detailed approach for leadership behaviours.  
Translate this to departments and individuals



- Ignite individual self reflection and action based learning improving leadership capabilities throughout the programme by using resonant leadership principles
- Allow individuals to reflect on own leadership styles and behaviours
- Allow leaders to seek detailed and insightful feedback inside and out-with the organisation for own leadership development
- Develop, plan and execute a detailed strategy as a leadership cohort, translating this to self, department and organisation for accelerated performance and productivity

Our belief is that every organisation has its own unique challenges and elements and that without the input of the senior stakeholder, a prescriptive course or standard would be in-appropriate. At the same time there are general principles that apply to many organisations which are contained within the course outline as above.

For a detailed copy of the course outline together with pre-course preparation work please contact Hayley Phipps, Programme Course Leader on 0843 2891639

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