

# The ILM Level 7 Diploma in Leadership & Management

Residential Programmes in Keswick, Cumbria

or

Open Courses in London



## The ILM Level 7 Diploma in Leadership & Management

### Introduction

This programme is delivered over 9 days as a residential course in the Lake District (one 4 day residential block and then another 5 day residential block) or as a 9 day open course with the first 4 days in London at 1 day per month and module 2 as a 5-day residential course in the Lake District.

### Qualification Purpose and Aim

#### Who is this qualification for?

The Level 7 Diploma in Leadership and Management is designed for senior managers and leaders who want to develop themselves as leaders and managers, who recognise they have to satisfy various stakeholders and also want to invest in their own personal brand.

They may manage day to day operations and activities, and in doing so seek to make best use of their resources, understand the need to innovate and have a constant awareness of the need to optimise performance

They may also have to present arguments for change, construct business cases, lead change implementation and evaluate the impact of that change. These are the leader/managers who will benefit from this qualification

#### What is required of you to take part in the programme – developing your leadership capability?

Becoming a more effective leader involves delegates in a complex process of changing behaviours, based on an understanding of leadership and on the development of a range of personal and interpersonal skills

Simply understanding what leadership involves, or developing insight into the effect of one's own emotional state or values on decision-making, or being good at communicating with others is not sufficient, although each is a necessary component of any leadership role

It is the synthesis of this that enables effective leaders to recognise the effect of their own behaviours on other people and on the organisation, and to manage those behaviours to achieve the goals that they have agreed

Our ILM Level 7 Diploma in Leadership & Management development programme places great emphasis on developing this ability; if you are to continue to improve your performance beyond the programme itself – hence the results driven focus

This is an important characteristic of all successful leaders that they can reflect on their



experiences and learn from them – effective leaders are not afraid of making mistakes, only of repeating mistakes

This ability, to learn and develop, is integral to the ILM Level 7 Diploma in Leadership & Management

## Benefits for individuals

Puts the learner's need for development at the centre of the programme by matching knowledge and skills to the learners' specific context

Recognises the increasing importance of networks by harnessing the power of social learning

Encourages development of a personal brand that has impact in the internal and external environments

Embeds leadership and management development in work at a strategic level

## Benefits for employers

Encourages strategic thinking

Assessment strategy stipulates relevance to the work context so ensuring immediate relevance and practical benefits to the organisation, thus delivering a positive ROI on the programme

Encourages study which aligns with and enacts strategic priorities

Motivates and develops leader/managers to create and maintain high performance cultures in any organisation

This 'tools' based leadership and management development programme focuses on the practicalities of leadership and management from a delivery perspective and, through a series of competency based leadership and management skills assessments and experiential leadership development exercises, develops confidence within the leader

## For the residential programme

The programme makes use of the vista of the Lake District as we will be working outside each day on the reflective and experiential aspect of the programme



## Who should attend?

Experienced or aspiring senior managers/directors/future leaders in your organisation

## Accreditation

The Diploma in Leadership and Management consists of three mandatory units

The first one is a flexible, mandatory unit that allows the learner to identify and work on the areas of leadership and management development specific to their own work context and of particular interest and relevance.

The second focuses on presenting arguments for change, constructing business cases and leading change implementation, the third on the creation and maintenance of high performance cultures.

The Diploma is 60 credits which is equivalent to a PG Certificate and one third of a Masters in most UK university business schools.



## Support materials

There is a comprehensive set of online support materials that underpins the practical nature of the course, allowing delegates to explore the academic side of leadership further pre and post programme

## Group size

This programme is limited to 12 delegates.

This ability, to learn and develop, is integral to programme

## Programme content – Days 1 to 4

- The use of action learning as a strategic leadership development medium
- Using ROI in the decision making process at a strategic level
- Engaging with stakeholders at a strategic level either internal or external to the organisation, getting buy in to change
- Organisational mapping, dealing with barriers that enhance strategic productivity
- The development of a personal brand which inspires confidence at a strategic level
- The creation of added value at a strategic level
- A range of contrasting traditional and contemporary models of leadership are considered, their research methodologies discussed and critical assessments made of them
- Ethics, values, power and authority, responsibility and accountability in leadership

- Knowledge, skills, behaviours and other characteristics of effective leaders
- Organisation type, purpose, values and culture and their interaction and their impact on the leadership role
- Characteristics of the sector in which the organisation operates and their impact on expectations of leaders; comparisons with other sectors
- The nature of the external environment and its impact on the organisation; the demands and expectations this places on leaders
- The criteria used to judge effective leadership in different types of organisation
- The behaviours associated with effective leadership in different types of organisation
- The leadership knowledge and skills that underpin effective leadership behaviour
- The effect of personal characteristics (e.g. personality, intelligence, emotional literacy, personal integrity and honesty, values and beliefs, on leadership behaviour
- Skills and techniques for evaluation of personal behaviour and performance
- The use of feedback and awareness of others' responses such as emotional literacy to own behaviour
- Techniques and skills in seeking and objectively evaluating feedback
- Models of reflective learning (e.g. deep and surface learning, ACT, learning transfer, double loop learning, Activity Theory – NB learners must have an insight into process of learning and the role of structured reflection to enable learning)
- Techniques for developing leadership in others (e.g. through coaching or mentoring, delegation, etc)
- Techniques of reflective learning (learners must be enabled to use practical techniques to enable a structured approach to reflection to enable learning)

## Programme Content – Days 5 to 9

- Develop the ability to develop a high level business case which is results orientated and performance driven
- How to communicate the business case to relevant stakeholders using NLP and high level influencing / negotiation
- The ability to manage strategic risk and undertake the financial management of the project
- Techniques for designing and managing a change management strategy, considering various

different strategic change management models and their use and impact and relevance to your organisation

- Justify the correct use of media to communicate your change management strategy to stakeholders
- Use business simulation to develop these core skills in real time
- Techniques for rigorous data analysis in own area of performance are developed using ROI/ROE and CBR
- To be able to use DASH to develop a high performance culture
- Develop the ability to be able to use strategic planning tools within own organisational context
- Be able to develop a strategic performance improvement plan for own area of work, with specific targets
- Establish metrics to drive sustainability, performance and demonstrate value added
- Understand how to develop a culture of developmental leadership using performance coaching to establish a culture of accountability, high level performance and integrity
- Assess your current levels of emotional intelligence and develop your skills and capability further
- Network with colleagues at a strategic levels from across a variety of different sectors to enhance your learning further, via a range of different mediums
- Be able to assess the current management and leadership capability of your team and develop a high level development plan that with enhance their skills sets for the future
- Critically evaluate the skills needed for managers and leaders in your organisation to create and sustain long term organisational success



## \*Next steps\*

If you want to enrol on the course or have any queries then please call us on 0845 094 0587 or fill in a registration form online or email us on [info@resultsdrivengroup.co.uk](mailto:info@resultsdrivengroup.co.uk) or [www.resultsdrivengroup.co.uk/home.aspx](http://www.resultsdrivengroup.co.uk/home.aspx)

## The cost

The programme cost including, (accommodation and all meals if in Keswick), leadership development modules, online learning materials, leadership assessments, experiential learning, registration, accreditation and certification is £3990 + VAT per delegate.

## Flexible payment terms

£3990 + VAT = £4788 spread over 18 months = £266 per month

\*If you are self-funding then a 30% deposit will be taken on booking, which will secure your place on the course\*

For the balance it is then possible to set up a 18 payment plan by direct debit or credit card for the remaining balance

## Programme dates

\*Option one – Residential course in Keswick, Cumbria – 9 days in total, Module one is a 4 day block and module 2 is a five day block\*

Choose any of the date options for module one: \*The Diploma can be undertaken before the Certificate as the assignments don't follow on from each other\*

## Module one options

Module one: – 15th – 18th January 2018

Module one: – 11th – 14th June 2018

Module one: – 10th – 13th September 2018

Module one: – 7th – 10th January 2019

## Module two options

Module two: – 18th – 22nd June 2018

Module two: – 10th – 14th December 2018

\*Option two – Open course in London and residential course in Keswick, Cumbria – 9 days in total Module one is over 4 days in London at one day every two weeks and module 2 is a five day residential block in Keswick, Cumbria\*

This first 4 days of this course will take place at our training centre in London on the following dates;

Module one: – 17 April 2018; 1 May 2018; 16 May 2018; 5 June 2018

Module one: – 2 October 2018; 17 October 2018; 7 November 2018; 20 November 2018

## With module 2 as a 5 day residential in Keswick, Cumbria

Module two: – 18th – 22nd June 2018

Module two: – 10th – 14th December 2018

## In house delivery options

We can deliver this program in house for a minimum of 7 delegates, contact us for further details





## Open residential courses in the Lake District with Results Driven Group

What makes the results driven experience different from any other residential course?

Firstly we will start with the location...

The northern Lake District around Keswick and Derwent Water is arguably one of the most beautiful areas in the UK, it does not matter which time of year you are there, the panorama is always changing and the views are always stunning...



Secondly we use nature as a metaphor for learning...

We believe that you think and work differently according to the environment you are exposed to and work in, we use all of the elements of nature to enhance the learning experience and take you out on each day of the programme to experience learning outdoors...☺

“All of the activities we use are safe and are tailored to the capabilities of each group”

**Earth** – the landscape around us, the Mountains, Valleys and different vistas according to the seasons

**Air** – the different forces that the wind can create and the effect on the landscape that it has is awe inspiring!!

**Fire** – the strength of the sun and difference it can make to a view or an experience or how you feel allows you to reflect and look at things from different perspectives

**Water** – the lakes and the rain, the background vistas that you can embrace in the different seasons make this a stunning place to learn

### Client testimonial

*Fantastic way to learn and improve your skills. Environment unbelievable, enthusiastic trainer and the chance to meet an interesting group of people to exchange views and theories.*

Debbie Frisker



Thirdly, the delegate experience is completely different...

Normally on a residential course you would just turn up at 0930 in the morning and then go home at 1600 back to your Hotel, as part of the programme we spend time learning together, undertaking activities together, eating together and most of all having FUN, one delegate recently described this as Homeliness, and that he has never come across this type of experience before on a training course...

### Client testimonial

*A fast moving inspirational course which utilises a range of teaching methods in beautiful surroundings...*

Lisa Aitken

And finally the networking aspect...

This is something you can never recreate on a closed course programme, when you mix up clients who come from the public, private and third sectors, who have had completely different life experiences, different perspectives of how things work and job roles – then anything can happen!!, it is usually pretty special and we have seen long lasting friendships developed over the time that they spend with us in the Lakes...

Your accommodation whilst in Keswick...

We have 3 beautiful Houses in Keswick where you will stay whilst on your residential course in the Lakes, you will have your own bedroom and you will be fully catered for as well over the period of your stay...

If you would like to see the properties, then please visit; [www.newlandshousekeswick.co.uk](http://www.newlandshousekeswick.co.uk) for further information

Hopefully this will give you an insight to why the results driven learning experience is different...

Regards

Chris Goodwin – MD – Results Driven Group