

## ILM LEVEL 3 AWARD IN LEADERSHIP & MANAGEMENT

### 5 full day in-person sessions + 1 x online session

#### **Who is the course for:**

Those who manage or aspire to manage multi discipline teams; those who are required to manage cross-functionally or rely on others to bring about results. It contains all of the key components to increase confidence with a leadership role within an organisation, including how to analyse and solve complex problems to bring about improvements which provide tangible benefits to the business.

#### **By the end of the course participants will:**

Have a better understanding of their own strengths, areas for development within their work role.

- Recognise their own leadership style and know when and how to adapt this according to different situations to maximise results.
- Know how to manage innovation and change within the organisation, encouraging a culture of continuous improvement.
- Have learned a range of techniques to analyse, evaluate and communicate problems which in the workplace, engaging others towards successful improvements.
- Know how to plan, monitor and control projects and write effective implementation plans.
- Be able to effectively communicate plans to others through presenting their ideas in a logical and persuasive manner.

#### **Why choose Challenge:**

Six contact days plus support throughout your learning journey ensures you maintain momentum on the course with opportunity to meet other participants and hone your skills.

- Like minded participants all of whom are sponsored by their organisation ensures you will have the opportunity to build your network and share and compare against best practice.
- Direct claim status from ILM for level 2 to level 7. Awarded only to those centres who have demonstrated consistently high standards in design, delivery and assessment over a number of years.
- Challenge has been the largest centre for ILM qualifications in the East Midlands since 2013, registering more delegates onto ILM programmes than any other centre. We are an approved supplier of ILM programmes for many large organisations who nominate staff members to access our training programmes year on year.
- A course tutor is available to contact between delivery days to help with any aspect of the course content or assessment.



DAY	TOPIC	SUMMARISED CONTENT	DATE
1	<b>Introduction + The Manager's role in context.</b>	<ul style="list-style-type: none"> <li>• Welcome &amp; introductions</li> <li>• Recognising the scope of the First Line Manager role in the 21<sup>st</sup> Century workplace</li> <li>• The Manager in the organisation – the link to organisational goals and performance</li> <li>• Leadership versus management and when and how to engage each.</li> <li>• Contemporary leadership models in practice.</li> <li>• Identifying your own strengths and weaknesses</li> <li>• How to write SMART objectives for yourself and others</li> <li>• Learning styles and how to enhance learning opportunities</li> </ul>	<b>In-Person</b>  Tuesday 15 <sup>th</sup> October 2024
2	<b>Solving Problems + Making Decisions</b>	<ul style="list-style-type: none"> <li>• Understanding the key stages in problem solving</li> <li>• Creative thinking techniques and how to identify root causes and multi causes</li> <li>• Techniques to involve others in problem solving</li> <li>• Gathering and interpreting information for decisions</li> <li>• Encouraging and supporting innovation and how to manage risk</li> <li>• Visualising and sharing your ideas including charting and diagramming</li> <li>• Understanding costs and financial implications in management decisions</li> <li>• Formulating cost/benefit analysis to aid decision making</li> </ul>	<b>In-Person</b>  Tuesday 5 <sup>th</sup> November 2024
3	<b>Planning and Managing Change</b>	<ul style="list-style-type: none"> <li>• Understand the forces for change including continuous improvement and quality issues – including measures of success.</li> <li>• Agile working and how these affect working relationships and function/structure</li> <li>• Identifying the culture and climate within your organisation</li> <li>• Preparing and planning change – transformational or incremental?</li> <li>• How people react to change and how to support others</li> <li>• Handling conflict and negativity</li> <li>• The change process – communications - when and how to involve others.</li> <li>• Leadership in practice – leading others through change and being a role model</li> </ul>	<b>In-Person</b>  Tuesday 19 <sup>th</sup> November 2024

4	<b>Tutorial &amp; Briefings / Presentation Skills</b>	<ul style="list-style-type: none"> <li>• How to enhance your communication skills as a manager</li> <li>• Making a persuasive case &amp; selecting information Team Briefing skills – good practice in planning, preparing and delivering briefings and presentations.</li> <li>• Identifying your presentation style and how to adapt this to enhance impact and reinforce your message</li> <li>• Teams/Zoom – delivering presentations remotely, what to consider.</li> <li>• Tutorial support &amp; guidance</li> </ul>	<b>On-line</b>  Tuesday 10 <sup>th</sup> December 2024
5	<b>Getting the best from others</b>	<ul style="list-style-type: none"> <li>• Identifying your own motivational drivers and those within your team members</li> <li>• Team working and motivation</li> <li>• Creating strategies for increased positivity and motivation.</li> <li>• Managing Performance – setting goals and giving and receiving feedback</li> <li>• Corrective Actions – how to encourage and plan for enhanced performance</li> <li>• Capability or disciplinary – understanding the difference</li> <li>• Employment law considerations</li> </ul>	<b>In-Person</b>  Tuesday 7 <sup>th</sup> January 2025
6	<b>Course Review Assessed Presentations and Personal Development Action Planning</b>	<ul style="list-style-type: none"> <li>• Each delegate to carry out an assessed reflective presentation to include:             <ul style="list-style-type: none"> <li>○ A summary of their problem-solving report</li> <li>○ Their journey through the course – practical application</li> <li>○ Future development needs</li> </ul> </li> <li>• Course Review &amp; Close</li> </ul>	<b>In-Person</b>  Tuesday 21 <sup>st</sup> January 2025

**Assessment:**

1. Problem Solving report based on an area within your work
2. Assessed presentation on problem solving report
3. Option of third assessed unit available on Innovation & Change.

Please note that delegates will require access to information from their organisation in order to support their recommendations for their suggested workplace improvement.

***Tutorial guidance will be available to delegates in between delivery days***

**Venue: Challenge Consulting, Nottingham Road, Woodborough, Nottingham, NG14 6EH**