

ILM LEVEL 5 AWARD IN LEADERSHIP & MANAGEMENT

Blended Learning

4 classroom days + 2 online sessions

Who is the course for:

Current and aspiring middle managers working within local authorities and public service organisations who are keen to enhance their ability to lead people and manage resources effectively. The Level 5 qualification equips participants to take on more complex leadership responsibilities—particularly where teams operate remotely, projects span multiple services or departments, and there is a need to collaborate with external partners to meet organisational objectives. The course supports participants in evaluating and strengthening their leadership capacity, with a focus on building confidence, driving continuous improvement, and fostering inclusive, engaged, and high-performing teams.

By the end of the course participants will:

- Identify their leadership style, understand key character traits, and evaluate their emotional intelligence in order to tailor their approach and improve personal effectiveness
- Assess their approach to motivating, delegating, and empowering others, adopting techniques to enhance individual and team productivity within a public sector context
- Lead a workplace-based improvement project, using tools to engage colleagues and stakeholders in building a culture that supports innovation, responsiveness, and sustainable change

Why choose East Midlands Councils/Challenge:

The current climate within Local Government is challenging and ever changing. The programme will be designed with this in mind and to encourage interaction and participation to share and compare good practice and to ensure that the content is relevant and applicable.

- Support throughout the learning journey via email, telephone or video conference, ensures delegates maintain momentum on the course with opportunity to coach other participants and hone their skills.
- 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 have been a trusted partner of East Midlands Councils for several years and have an indepth understanding of many of the challenges facing local authorities and the wider public sector. They have been the largest centre for ILM qualifications within the East Midlands since 2013, registering more delegates onto ILM programmes than any other centre, with a pass rate of in excess of 96% so you can be sure you are in safe hands.

DAY	TOPIC	SUMMARISED CONTENT	DATE
1	21st Century Leadership	<ul style="list-style-type: none"> • ILM qualification - how it supports leadership development in public service contexts. • Referencing and research skills and managing your own learning journey to maximise the benefits of the programme. • Connecting leadership to organisational purpose : Understanding your council or service's mission, vision or values. • Evaluating own leadership & management performance in a public sector environment. • Theories on leadership and their relevance to own role & performance • Exploring your default leadership style, compassion, authenticity and responsiveness. • Leadership Styles: emphasising compassion, authenticity, and responsiveness • The knowledge, skills and behaviours expected of effective leaders in the public sector. • Manager or Leader? Clarifying the distinction and contribution to the organisation • Managing Hybrid and Flexible Working Relationships: Leading teams in today's evolving working landscape • Continued Professional Development (CPD): Identifying current strengths and learning priorities for sustained progression 	9:30 to 4:30 Face to Face Each session 2 to 3 weeks apart.
2	Harnessing the power of your leadership capability	<ul style="list-style-type: none"> • Emotional Intelligence: developing awareness of self and others to strengthen team dynamics and outcomes • Leading by example: managing emotional responses- understanding the messages your actions send • Building resilience and mental toughness: sustaining high performance in challenging public service settings • Clarifying direction: setting and cascading SMARTER objectives across teams to align with strategic priorities & deliver public services. • Motivation, delegation and empowerment – how to promote trust, ownership, and build individual capability • Individual and team objectives: designing, monitoring, and reviewing performance goals for impact and improvement 	Online 9:30 to 3:30
3	Myers Briggs Type Indicator	<ul style="list-style-type: none"> • Delivered by East Midlands Councils this session will help understand yourself through exploring your personality style and the implications this has on your management and leadership style through the use of the Myers Briggs Type Indicator (MBTI). We have chosen the MBTI as a highly regarded and well used framework for investing in your development because it describes individuals preferences (not abilities) in a positive, non-judgemental way. • We will help you to explore and understand the personality preferences of others too which is key in a leadership role and provide an opportunity to create a leadership development plan 	9:30 to 4:30 Face to Face

4	Innovation & improvement in the organisation & leading others through change.	<ul style="list-style-type: none"> • Embedding innovation and continuous improvement: understanding why they matter in local government • Effectiveness vs efficiency: clarifying how managers contribute to meaningful and sustainable change • Personal values and reactions to change: reflecting on how your mindset influences your leadership approach • Supporting others through change: understanding emotional responses and strategies to manage them • Influencing and persuasion: encouraging teams and partners to engage positively with change • Effective communication during change: managing messaging to address resistance and build trust • Communicating ideas clearly and effectively: structuring and delivering briefings & presentations in person and online. • Must, should and could – what to include. • Audience engagement and presence • Tailoring delivery style and methods to the medium and the context (including stakeholder considerations). 	9:30 to 4:30 Face to Face
5	CPD reflection and Practical Presentations	<ul style="list-style-type: none"> • Assessed presentation from each delegate around evaluation of their own leadership style within the context of their organisation. • Structured reflections on your learning journey, exploring key insights gained and outlining your next steps for application in the workplace. • Peer and tutor-led feedback sessions to support personal growth and reflective practice. 	Online 9:30 to 3:30 To include tutorial time.
6	The Inspirational Leader & Managing Performance	<ul style="list-style-type: none"> ▪ Exploring the 3Cs – Curiosity, Consequence, and Compassion – and how they underpin fair, inclusive, and person-centred cultures. ▪ Providing constructive and meaningful feedback that supports continuous learning and development. ▪ The role of the manager as a coach, fostering a supportive environment that empowers teams and enhances performance. ▪ Initiating early, values-based interventions through open and respectful dialogue around challenging issues. ▪ Approaches to managing performance concerns, including fair and consistent application of disciplinary and capability frameworks. ▪ Navigating difficult conversations with confidence and care, and creating collaborative improvement plans. ▪ Continuing professional development and forward-looking action planning. 	9:30 to 4:30 Face to Face

Assessment:

1 x portfolio/reflective review on ability to effectively lead, motivate, delegate and empower within the organisation

1 x briefing/presentation based on your learning journey on the course and personal development action plan.

All assessed work will be based on individual's own work situation and environment bringing tangible benefits both to the organisation, and the those taking part in the programme.