ACADEMY OF LEADERSHIP & MANAGEMENT

ILM Level 7 QUALIFICATIONS

Certificate and Diploma for Executive and Senior Level Coaches and Mentors

Executive education and key people development

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ILM Level 7 QUALIFICATIONS

Certificate and Diploma in Executive and Senior Level Coaches & Mentors

THE QUALIFICATIONS
The ILM Level 7 Certificate and Diploma for Executive and Senior Level Coaches & Mentors are ILM’s most senior coaching qualifications. They are designed for senior managers or Human Resources / Organisational Development professionals who want to develop their expertise in the fields of coaching and mentoring, or to establish coaching on an organisational level. They are also ideal for professional coaches and mentors seeking to enhance and accredit their experience with a nationally recognised qualification.

THE COURSES
The Academy of Leadership & Management was one of the first ILM centres to offer these qualifications by distance learning. Recognising the busy schedule of a senior manager and the needs of their employers, the courses have been designed by our team (all of whom are highly experienced leadership & management coaches) to provide a flexible, customised learning solution.

The ILM Level 7 Certificate and Diploma for Executive and Senior Level Coaches & Mentors consists of three, flexible mandatory units that allow students to critically review the role and contribution of coaching and mentoring at a senior level. Tools and techniques are provided to improve the student’s own practice and understand how the client’s organisational culture and structure affects the coaching and mentoring relationship. For the Certificate, students are also required to demonstrate their ability to plan, deliver and review at least 20 hours of coaching and mentoring in the workplace. For the Diploma, this unit is extended to 60 hours of coaching and mentoring, and there is an added focus on assessing their work against best practice standards and benchmarks.

Each course is delivered through a unique blend of executive coaching / supervision, workbased learning and coaching practice. Students define a set of objectives designed to have a real impact on their individual coaching practice. As they progress through the course, supported by their executive coach / supervisor, their work will focus on achieving high levels of impact for themselves, their clients and their organisation. Their learning will evolve as they progress, drawing on their monthly coaching / supervision sessions, structured online learning and a large library of materials.

BENEFITS - FOR THE ORGANISATION
The impacts of these courses are many and varied. For organisations there is the opportunity to implement coaching in complex working environments at a senior and strategic level, with the knowledge that coaches and mentors are properly equipped with the skills, knowledge and ethical understanding they need. It is also possible to benchmark the organisation’s approach against the latest and best industry practice, leading to the embedding of a coaching culture in which senior managers and leaders demonstrate their commitment to supporting their own and others’ development and performance improvement.

BENEFITS - FOR THE STUDENT
Students will learn how to review and build the context, strategy, culture and processes for coaching and mentoring at a senior and strategic level. They will understand and analyse different coaching and mentoring models and their impact. They will also learn to evaluate the effectiveness of coaching and mentoring in an organisation, while critically reviewing their own communication skills, emotional intelligence, interpersonal skills and values, to assess their competence as a coach or mentor. Students will also have an opportunity to plan, deliver and review coaching and mentoring contracts with clients at a senior and strategic level.

WHY OUR APPROACH WORKS
Our team are highly experienced practitioners and coaches with a proven track record of working with senior management clients

- Activities are practical, current and relevant to the 21st century organisation
- The courses are highly interactive and informative
- Learning is flexible and does not involve any time ‘off the job’, apart from monthly coaching / supervision sessions
- Our methodology is constantly cross referenced with new concepts and thinking

PROGRESSION ROUTES
The ILM Level 7 Certificate and Diploma are prestigious qualifications in their own right and are amongst ILM’s most senior awards. They can provide students with up to 37 credits at Level 7. These credits are at postgraduate level. For comparison, a Master’s degree is 180 credits. The Academy of Leadership & Management can help to identify advanced entry opportunities for postgraduate programmes. For more details, contact us directly. The qualifications also provide progression opportunities to other senior level qualifications such as the ILM Level 7 Certificate or Diploma in Leadership and Management.

Successful completion of these qualifications, combined with relevant experience, may also provide eligibility for Fellowship of the Institute of Leadership & Management and membership of the European Mentoring & Coaching Council (EMCC).
PROGRAMME CONTENT
The Certificate consists of three ‘themes’. The Diploma consists of four ‘themes’. All are designed around the learning outcomes of the ILM units.

THEME 1
Principles and practice of effective coaching and mentoring
Certificate & Diploma
This theme enables students to develop a critical understanding of how executive coaching and mentoring can contribute to effective practice and performance at a senior and strategic level. It will challenge learners to examine the two different disciplines of coaching and mentoring and to consider how they can be integrated into the context of an organisation’s strategy, culture and processes. Students will also form a proposal for how they will deliver a programme of supervised executive coaching and/or mentoring and contract with their client organisations.

THEME 2
Undertaking senior level coaching and mentoring
Certificate & Diploma
This theme enables students to develop a critical understanding of the skills and practice of a high performing coach or mentor working with senior and strategic level clients. It will challenge learners to review and develop their own skills and abilities in coaching and mentoring. Students will also keep records of their own practice as they deliver a programme of supervised executive coaching and/or mentoring.

THEME 3
Reflecting on your practice as a coach or mentor
Certificate & Diploma
This theme enables students to critically evaluate the contribution of coaching or mentoring from the perspective of their senior and strategic level clients. It will challenge learners to review their ability to build coaching and/or mentoring relationship through reflective practice. It will also encourage them to build their professional profile as a coach or mentor.

THEME 4
Professional practice
Diploma only
This theme enables students to extend their professional practice as a coach or mentor working with senior and strategic level clients. It will challenge the learner to use critical reflection to develop and improve in their role.

What our students say about our coaching & mentoring courses

The impact of engaging with this course has been significant: I am now working as a coach with senior and strategic leaders in the education sector and I am developing my own practice. Throughout my time on the course, I feel I was invested in as a whole person; the result is I completed the course with not only a qualification, but a clear idea as to what I wanted to achieve with my career and how I was going to do it.

I chose to study for my ILM qualification through the Academy of Leadership and Management due to their flexible study options and strong reputation in the industry. I was delighted with the support I received, through one-to-one calls with my coach / supervisor, email support, and the online forum. All communication with the Academy of Leadership and Management was efficient, professional and helpful, and I would not hesitate to recommend them.

I found ALM’S approach impressive. The course materials, supervision and constructive feedback were of a high quality and stimulated me to do my best. I particularly appreciated their skilful blend of friendly responsiveness and flexibility with their rigour and professionalism.

The course materials are excellent as is the quality of tutoring and coaching. I know I grew and developed as a coach as a consequence of this unique learning experience. As a practising executive coach I am now considering further advanced training and once again will be looking to ALM.

I thoroughly enjoyed the challenge of this qualification. Since completing the programme I have been able to add coaching and mentoring to my commercial offer and have supported some fantastic individuals in some inspiring organisations in both the private and third sectors. The programme is supported by 1:1 coaching and support which was timely and at times pastoral and educational. The support makes distance learning less distant….a great programme.

The ALM process of learning offers a very balanced approach between academic research and the art of actual coaching and mentoring. The use of an external ALM coach has been invaluable to the learning process. Thanks to the ALM support I have contributed more effectively to my team and organisation, worked more easily and productively with others (boss, direct reports, and peers) and improved my communication skills.
LEARNING ACTIVITIES
Each unit involves a number of learning activities which may include:
- on-line learning
- monthly coaching/supervision sessions with a highly experienced executive coach/supervisor
- completion of a series of Reflective Reviews designed to help you reflect on your progress
- a series of practical activities which guide students through the coaching process from contracting to evaluation
- regular feedback from your coach / supervisor and the assessment team

N.B. All students are provided with studying membership of the Institute of Leadership & Management for the duration of their course.

ABOUT ILM
ILM has the UK’s widest range of leadership and management qualifications and accredited training.
Over 750,000 managers have benefited from an ILM qualification or accredited training programme in the past ten years.
ILM’s qualifications are a proven route to developing management skills, and growing your knowledge and capability. But equally importantly, ILM qualifications can transform your career. It helps that ILM is the UK’s most recognised and respected awarding body for leadership and management qualifications.
More managers take qualifications from ILM than anywhere else. ILM don’t believe in training for training’s sake, or qualifications that just tick boxes. If you’re serious about developing your career, an ILM qualification will take you to the next level. It proves to you and your employer that you have the knowledge, skills and ability to take on new responsibility. If you have just been promoted, or are preparing for a new role – especially if it involves taking on work that is new to you – an ILM qualification will give you and your employer the confidence to know you can do the job effectively.
After an ILM qualification:
- 93% of managers perform better in their jobs
- 90% of managers improve their ability to communicate and give feedback
- 90% of managers are better at motivating people

ABOUT THE ACADEMY OF LEADERSHIP & MANAGEMENT
The Academy of Leadership & Management is a well respected provider of executive education and key people development in:
- leadership & management
- coaching & mentoring
- business & enterprise
- business advice and consulting
We are an awarding centre for ILM, SFEDI, IOEE and NCFE. We are one of ILM’s largest awarding centres for senior level qualifications and work with employers and individual students in the public, private and third sectors in the UK and internationally. We also deliver courses at Level 5 and Level 3 and have developed strong progression routes into higher education at undergraduate and postgraduate level.
We have a proven reputation for developing business professionals and leaders. Our distinctive and flexible approach, developed by our highly experienced team over the past 30 years, is proven to deliver results. For these particular qualifications, we also work in partnership with The Madison Group whose team also have 30 years’ experience of facilitating individuals and groups to achieve what they want and need to, breaking through self-imposed and self-limiting beliefs.

DURATION AND COSTS
The Level 7 Certificate for Executive & Senior Level Coaches & Mentors can normally be completed within 6 months, although timescales can be adjusted to suit individual needs. Course fees are £2,520 (£2,100 exc. VAT).
The Level 7 Diploma for Executive & Senior Level Coaches & Mentors can normally be completed within 9 -12 months, again timescales can be adjusted to suit individual needs. Course fees are £3,420 (£2,850 exc. VAT).
An instalment payment plan is available to self-funding students. Course start dates are agreed on an individual basis.

FURTHER INFORMATION www.academylm.co.uk
For further details, please call 0845 890 2549 or email info@academylm.co.uk