

ACADEMY OF
LEADERSHIP &
MANAGEMENT



ILM Level 7 QUALIFICATIONS

Programmes for Coaching Supervisors



Executive education and
key people development



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APPROVED CENTRE



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www.academyilm.co.uk

Telephone: +44 (0)845 890 2549

ILM Level 7 QUALIFICATIONS

Programmes for Coaching Supervisors

THE QUALIFICATIONS

The ILM Level 7 Certificate and Diploma for Coaching Supervisors are ILM's most senior coaching qualifications. As a learner, you will develop your expertise in the fields of coaching supervision and accredit your experience with a nationally recognised qualification.

THE COURSES

The Academy of Leadership & Management is the first ILM centre to offer these qualifications by distance learning. Recognising the busy schedule of coaches and potential coaching supervisors, the courses have been designed by our team (all of whom are highly experienced coaches) to provide a flexible, customised learning solution.

The ILM Level 7 Certificate and Diploma for Coaching Supervisors consists of three mandatory units that allow you to critically review the role and contribution of coaching supervision to the process of coaching at all levels. We combine the structured framework of an ILM qualification with a flexible blended approach to learning that provides a pragmatic alternative to workshop based programmes with fixed dates for attendance. You will be provided with tools and techniques to improve your practice and understand how your personality and circumstances can affect the coaching supervision relationship. For the Certificate, you are required to demonstrate your ability to plan, deliver and review at least 20 hours of coaching supervision. For the Diploma, this is extended to 60 hours.

Each course is delivered through a unique blend of supervision, workbased learning and coaching practice. You will define a set of objectives designed to have a real impact on your coaching supervision practice. As you progress, supported by your own coaching supervisor, you will focus on achieving high levels of impact for yourself and your clients. Your learning will evolve as you progress, drawing on monthly coaching supervision sessions, structured online learning and a large library of materials.

BENEFITS - FOR THE ORGANISATION

You will develop a deep appreciation of how you supervise (and how you coach), enhance your presence as a practitioner, and as a result, you will clarify your insights into the effectiveness of your practice and how you can develop. Importantly, you will learn how to encourage that for your clients as well.

BENEFITS - FOR THE STUDENT

You will learn how to review and build the context, strategy, culture and processes for effective coaching supervision. You will understand and analyse different coaching supervision models and their impact. You will also learn to evaluate the effectiveness of coaching supervision in an organisation, while critically reviewing your own skills, emotional intelligence and values, to assess your competence as a coaching supervisor. You will also have an opportunity to plan, deliver and review coaching supervision contracts with your clients.

WHY OUR APPROACH WORKS

Our team are highly experienced practitioners with proven track records of working with and supervising coaching clients from all disciplines and backgrounds. You will also have access to tools like 360 Feedback and supportive, developmental reviews of recordings of your practice.

PROGRESSION ROUTES

The ILM Level 7 Certificate and Diploma are prestigious qualifications in their own right. They can provide you with up to 40 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.

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 supervision

Certificate & Diploma

This theme enables students to develop a critical understanding of how coaching supervision can contribute to the support, guidance and development of coaches at all levels. It will challenge learners to critically analyse and evaluate the underlying purposes and principles of coaching supervision, the roles and responsibilities of the coaching supervisor and the importance of reflective practice. It will examine a range of approaches to coaching supervision, both philosophically and through a range of models, and critically reflect on the results and impacts that might be expected from the process.



THEME 2

Undertaking effective coaching supervision

Certificate & Diploma

This theme enables students to develop a critical understanding of the skills and practice of coaching supervisors working with coaches at all levels. It will challenge learners to review and develop their own skills and abilities in coaching supervision. Students will also keep records of their own practice as they deliver a programme of supervised coaching supervision. It will hone the skills of reflective and reflexive practice and demonstrate the key role of adult learning in the coaching supervision process.



THEME 3

Reflecting on your practice as a coaching supervisor

Certificate & Diploma

This theme enables students to critically review their practice as a coaching supervisor, examining their strengths and development areas and the effect that client roles, values and beliefs can have on the supervision relationship. You will get to understand in depth the source of your effectiveness as a coach and coach supervisor, to reflect upon and be able to articulate your approach; your philosophy, your view as to the purpose of coaching and coaching supervision and how that shows up practically in the way you work. This will lead to a review of their capability as a coaching supervisor and the development of a detailed CPD Plan. Finally, students will be encouraged to build their professional profile as a coaching supervisor to be used in marketing documents and to build a viable professional practice.



THEME 4

Professional practice

Diploma only

This theme enables students to extend their professional practice as a coaching supervisor. 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 skillful 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 coaching supervisor
- completion of reflective assignments 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
- business & enterprise
- coaching & mentoring
- 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.

ABOUT MADISON GROUP

The Madison Group is a full-service coaching organisation, specialising in facilitating individuals and groups to achieve what they want and need to, breaking through self-imposed and self-limiting beliefs, and supporting others to build this capacity in themselves and their organisations.

Co-creating performance excellence. The Madison Group helps clients to discover effective strategies that support continuous improvement of their own, team's and organisation's performance, through enabling them to realise and align their undiscovered potential.

For more than 25 years, Madison have coached, supported and facilitated clients in achieving their aims and objectives, using a Solution-Focused approach to support development of effective strategies that support continuous improvement. This has created a reputation for excellence in the field and led to them being consulted widely in the field of coaching and coach development.

DURATION AND COSTS

The Level 7 Certificate for Coaching Supervisors can normally be completed within 6 months, although timescales can be adjusted to suit individual needs. Course fees are £2995 (£2496 exc. VAT). The Level 7 Diploma for Coaching Supervisors can normally be completed within 9 -12 months, again timescales can be adjusted to suit individual needs. Course fees are £3995 (£3329 exc. VAT). An instalment payment plan is available to self-funding students. Course start dates are agreed on an individual basis.

FURTHER INFORMATION www.academyilm.co.uk

For further details, please call 0845 890 2549
or email info@academyilm.co.uk

