



Approved
Centre

ILM Level 7
Certificate/Diploma for
Executive & Senior Level
Coaches & Mentors

ILM Level 7 Certificate/Diploma for Executive and Senior Level Coaches and Mentors

Who will benefit?

This programme is aimed at experienced managers and Learning & Development professionals keen to develop their coaching & mentoring skills to the highest level (equivalent to a postgraduate qualification).

You may be wishing to set up a professional coaching/mentoring network within your organisation or wanting to become a highly proficient executive coach and mentor.

What will it entail?

This highly practical yet advanced programme comprises of:

- A half-day contracting session to introduce you to the programme
- A 5 day intensive skills development programme
- Attendance at 3 x CPD and supervision sessions
- One (Certificate) or two (Diploma) tutorial sessions (can be over the phone)
- Satisfactory completion of 20 hours (Certificate) or 60 hours (Diploma) coaching at work, a work-based assignment and reflective review.

Where will it be held?

Azure's premises, based in Wakefield, West Yorkshire.

Who will lead it?

The programme will be facilitated by Azure's highly experienced executive coaches and trainers. Their engaging style will ensure that the programme is inspiring and of immediate benefit to all who participate.

How much does it cost?

£2495 + VAT per person for the Certificate, £2795 + VAT per person for the Diploma.

The Learner Journey

Induction Session – 16th October 2019 (½ day, pm only)

- Welcome to the programme
- Introduction to ILM, its requirements and benefits
- Clarifying expectations
- Starting the self-awareness journey
- Getting to know fellow participants
- Coaching and Mentoring profiles
- Programme overview

5 Day Intensive Programme – 4th-8th November 2019 (full days)

Day 1

- The reflective learner
- Challenges, issues and trends in modern leadership that you may be expected to coach on at this level
- Coaching vs. other leadership development interventions
- How executive coaching and mentoring supports strategy, organisational development, culture, and vision/mission/values
- Evaluation and return on investment

Day 2

- Partner learning review
- Leadership history and current leadership thinking
- What makes a good leader?
- Different coaching and mentoring models
- Skills, knowledge and behaviour of an executive coach or mentor – advanced powerful questioning and how to challenge
- Peer coaching

Day 3

- Partner learning review
- Forum theatre coaching
- Skills knowledge and behaviour of an executive coach or mentor – core skills
- Advanced coaching and mentoring tools
- Knowing the coachee in more detail – the relevance of personality and psychometrics
- Managing yourself in the coaching relationship – ethics, emotional detachment, personal values, morals, duty of care

Day 4

- Partner learning review
- Initiating and building the coaching relationship, maintaining focus on goals, and techniques to encourage openness, honesty, resourcefulness and creativity
- Contracting at an executive level
- Practice coaching/mentoring

Day 5

- Partner learning review
- Practice/observed coaching
- Learning review
- Preparation for formal assessment activities
- What next?

Group Supervision - 14th January 2020, 11th March 2020 & 14th May 2020

- Sharing of coaching/mentoring successes
- Discussing coaching/mentoring challenges

Group CPD - 14th January 2020, 11th March 2020 & 14th May 2020 (½ day)

Continuous Professional Development on one of a number of current topics designed to increase participants' knowledge and ability as an executive coach. Half day CPD sessions are combined with half day Group Supervision, totalling three full day sessions on the dates listed.

Tutorial/Individual Supervision (2 hours) – tbc on an individual basis

- To review the meeting of assessment requirements
- Provide further support to meet requirements
- Recorded examples of coaching session to be provided by participant
- Discussion of real coaching sessions
- Provision of honest feedback
- Clarity of further points of development