



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

**Blended Programme**



azure  
Improving  
leadership  
performance  
through  
inspiration

## **Coaching is one of the most effective ways to empower others and bring out the best in them. How would you like to gain a qualification to give you the skill and confidence to coach really well?**

**“Expert and carefully thought through training delivered with skill and good humour”.**

**“I am consistently impressed with Azure’s training programmes”.**

**“The content was great and how it was delivered so well virtually. I enjoyed the CPD sessions around emotional intelligence and profiling”,**

**The combination of knowledge provided covering academic and practice aspects, coupled with the credibility of the tutors who draw on their own learning, experiences and stories greatly.**

**“It has made me a better listener in all aspects of my life, work and personal. My only wish is that I had done this 5 years ago”.**

**“Positive, developmental, worthwhile”.**

**“A worthwhile and positive experience - thank you to the team at Azure”.**

**“Being able to develop new skills and knowledge from the sessions was great, along with the support and interaction from Sharon and Sue throughout the modules and assignments. The learning environment created was positive as was the use of real learning partners”.**

**(Quotes from participants on recent programmes)**

## ILM Level 7 Certificate/Diploma for Executive & 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). It focuses on coaching at an executive or senior level.

Participants may also be those wishing to set up a professional coaching/mentoring network within their organisation or wanting to become a highly proficient freelance executive coach and mentor.

### What will it entail?

This highly practical yet advanced programme comprises of:

- A one to one 'on boarding' call with one of the programme facilitators
- A two-hour virtual contracting session to introduce you to the programme and to meet your fellow participants
- Seven live online skills development workshops
- Three live online CPD and supervision sessions
- One formal tutorial session (Certificate) or two formal tutorial sessions (Diploma) with additional tutorial support offered as needed
- The equivalent of at least two days self-directed learning and peer coaching
- Lots of coaching and mentoring skills practice including the coaching of real senior leaders
- A recorded assignment workshop you can watch at any time
- Satisfactory completion of 20 hours (Certificate) or 60 hours (Diploma) coaching or mentoring of senior leaders and a work-based assignment covering three ILM modules.

### Where will it be held?

All of this programme will be accessible online via Zoom.

### Who will lead it?

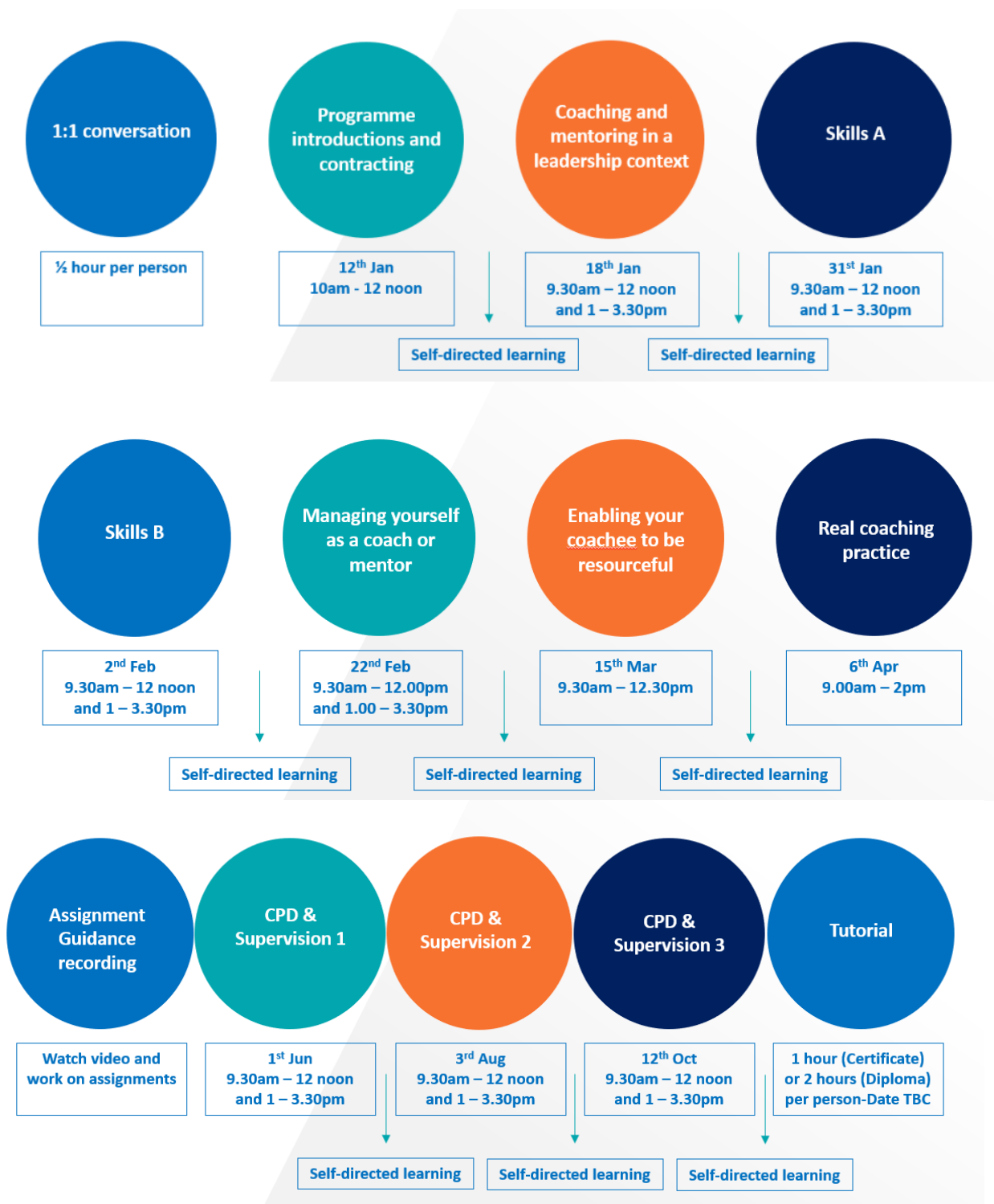
The programme will be facilitated by Azure's highly experienced executive coaches and trainers. Their engaging style will ensure that the programme is inspiring and of immediate benefit to all who participate.

### How much does it cost?

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

# ILM Level 7 Certificate/Diploma for Executive & Senior Level Coaches & Mentors in Effective Coaching and Mentoring - Programme Outline

Self-directed learning to include further reading, peer coaching and learning partner conversations.



# The Learner Journey

## Programme introductions and contracting – Wednesday 12<sup>th</sup> January 2022 (10am – 12 noon)

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

## Self-directed learning

To be undertaken throughout the programme between sessions:

- Further reading on the topics discussed
- Reflective conversations with assigned learning partner
- Peer coaching/further coaching and mentoring practice
- Engaging with online resources, videos etc.
- The completion of a work-based assignment covering three ILM modules

## Module 1 – Coaching and mentoring in a leadership context – Tuesday 18<sup>th</sup> January 2022 (9.30am – 12 noon, 1pm – 3.30pm)

- Challenges, issues and trends in modern leadership
- Coaching vs. other leadership development interventions
- The importance of investing in coaching and mentoring at a strategic level
- Evaluation and return on investment

## Module 2 - Skills A – Monday 31<sup>st</sup> January 2022 (9.30am – 12 noon, 1pm – 3.30pm)

- Coaching and mentoring models
- Powerful questioning
- Leadership history and current leadership thinking
- The importance of emotional intelligence
- Goal setting in coaching and mentoring
- How to challenge appropriately

## Module 3 - Skills B – Wednesday 2<sup>nd</sup> February 2022 (9.30am – 12 noon, 1pm – 3.30pm)

- Core skills – listening, summarising, non-verbal communication and delivering feedback
- Knowing the coachee in more detail – the relevance of personality and psychometrics
- Advanced coaching and mentoring tools

## **Module 4 - Managing yourself as a coach or mentor – Tuesday 22<sup>nd</sup> February 2022 (9.30am – 12.00pm, 1.00pm – 3.30pm)**

- How to manage yourself in the coaching or mentoring relationship – being non-judgemental and your role in the relationship
- Ethics, emotional detachment, personal values, morals, duty of care

## **Module 5 - Enabling your coachee to be resourceful – Tuesday 15<sup>th</sup> March 2022 (9.30am – 12.30pm)**

- Contracting and sponsorship at an executive level
- Building rapport
- Increasing resourcefulness and creativity of the client

## **Module 6 - Real coaching practice – Wednesday 6<sup>th</sup> April 2022 (9.00am – 2pm)**

- Practice/observed coaching
- Preparation for formal assessment activities
- What next?

### **Assignment Guidance recording**

An in-depth look into what is required for the programme assignments, including where to find the information in order to answer each question, top tips, common mistakes and frequently asked questions.

## **Group CPD & Supervision– Wednesday 1<sup>st</sup> June 2022, Wednesday 3<sup>rd</sup> August 2022 & Wednesday 12<sup>th</sup> October 2022(9.30am – 3.30pm)**

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

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

## **Tutorial/Individual Formal Supervision (1 hour for Certificate, 2 hours for Diploma, plus additional support if required by participant) – 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

## Get in touch

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