

Coaching For Success

ILM Level 3 and Level 5 Certificate in Coaching and Mentoring



Many newly appointed managers feel unprepared for their management role and experienced managers can feel isolated and frustrated in an increasingly complex business world. What they need is a coach to prepare and support them. Build your organisation's coaching capability with an accredited coaching development programme.

Individual and Organisation Benefits

Three decades of research has gone into identifying the most effective ways of developing and improving individual performance and contribution. The answer is unambiguous - Coaching is the key approach to unlocking potential and bringing about lasting improvements.

Developing the skills and capabilities of an effective coach is one of the highest ROI activities that organisations can implement.

Using workshops, reflective learning and peer supervision, this programme equips managers with research based tools, practical techniques and the personal resources to:

- Unlock and maximise the potential of teams and individuals
- Increase leadership and management capability and performance through professional development

Programme Outline

Developed to meet the Institute of Leadership & Management's new standards, participants completing Coaching for Success will achieve the Level 3 or 5 Certificate in Coaching.

Using a combination of workshop-based skills development, exploration of concepts and models that promote change, along with reflective practice, participants will be able to:

- **Identify** thinking and learning preferences, and their impact on the coach and coachee
- **Understand** the importance of contracting - both administrative and psychological
- **Use** a range of coaching frameworks that will support the emergence of new thinking and behaviours
- **Apply** powerful career management models that enable individuals to take charge of their performance and development
- **Give and receive** effective feedback to deliver increased performance
- **Improve** working relationships and build credibility within the organisation
- **Increase** own contribution to the organisation through the development of new thinking, skills and behaviour