

IMPACT – Make your Mark in 2019

ILM Level 7 Certificate in Leadership and Management with Leaderful Action

Create an impact with your own style of leadership; bring direction through vision and values; navigate through complexity and lead change without burning out; and create positive cultures and collaborations.

IMPACT is an accredited leadership programme for either senior leaders or for those who will be stepping up to that role in the near future.

Module One You as Leader

Your Style, Values, Authenticity and Behaviours

- Define what makes you and your leadership unique
- Lead with purpose and impact
- Live your values through your day to day behaviours
- Identify and develop strategies to manage your 'fatal flaw'

Insights Discovery – individual and team profiles and preferences

Module Two Lessons in Leadership

21st Century Challenges and Responses

- Identify 21st century challenges in your role and organisation
- Use emotional intelligence to increase your personal effectiveness in challenging situations
- Manage your energy and resilience to take on barriers and opportunities
- Have courageous conversations that build trust and respect

EQi 2.0 – Emotional Intelligence assessment

Executive Coaching Session 1 – goal setting and skills review (feedback on Insights and EQi)

Module Three Vision, Strategy and Stories

Setting Direction and Delivering Results

- Determine strategic direction, set and achieve impactful results
- Speak in an authentic way about a positive vision for the future
- Create the next chapter in your organisation's story
- Practice adaptive leadership to deliver in a dynamic environment

PESTLE and SWOT – analysing internal and external factors

Action Learning Set 1 – peer supervision and support for action research projects

Module Four Challenge Ready

Leading Change and Creating Collaborations

- Identify and influence your most important stakeholders
- Work collaboratively with others to maximise impact
- Use your strengths and values to make decisions and take others with you
- Understand and manage psychological responses to change

McKinsey's 7Ss – current culture and desired future state

Executive Coaching Session 2 – building networks, finding opportunities and making progress

Module Five
Creating
High
Performing
Cultures

Create a Culture of Learning and Growth

- Plan for the cultural change needed to deliver your strategy
- Use a coaching approach to build individual and organisational performance
- Engage and empower others to take ownership of learning and results
- Evaluate and employ new ways of working and learning together

GROW and Knowledge Sharing
– models for coaching and knowledge capture and transfer

Action Learning Set 2 – peer supervision and support for action research projects

Qualification and Assessment

Upon the successful completion of this programme participants will be awarded the ilm level 7 Certificate in Leadership and Management. A level 7 qualification is a postgraduate level attainment, although we do not reserve our programme for those with a first degree. The IMPACT programme is assessed through the ilm module Developing Leadership and Management Capability through Enquiry worth 20 credits. This means participants will complete an action research project of approximately 7,500 words in length. This project will ensure the practical application of their leadership skills to a complex organisational challenge, focusing on the effectiveness of the leadership approaches they use when working with others. Using an action research approach, requires a systematic application of learning to a real leadership challenge so builds a ‘practical knowledge’ that is of value to leaders and their organisations.

The IMPACT Programme 2019

Event	Detail	Duration	Date
Workshop 1	You as Leader	Full day	Thurs 31 Jan 2019
Workshop 2	Lessons in Leadership	Full day	Thurs 21 Feb 2019
Executive Coaching	Session One – Setting Goals, Using Strengths (uses Insights profile and EQi)	90 min session	Thurs 7 March or Fri 8 March 2019
Workshop 3	Vision, Strategy and Stories	Full day	Wed 20 March 2019
Group Supervision	Action Learning Set 1 – peer supervision and support for action research projects	Half day per set	Thurs 28 March
Workshop 4	Challenge Ready	Full day	Thurs 11 April 2019
Executive Coaching	Session Two –Managing Challenges, Achieving Goals	90 min session	Tues 30 April or Wed 1 May 2019
Workshop 5	Creating High Performing Cultures	Full day	Tues 21 May 2019
Group Supervision	Action Learning Set 2 – peer supervision and support for action research projects	Half day per set	Wed 5 June 2019

Investment per participant £1595

- With the option to upgrade and include 3 further executive coaching sessions for an additional £745
- Inclusive of venues and lunch (on full days only), teas and coffees
- With a level 7 exclusive area on our virtual learning environment for reference, discussions and assignment support
- Prices are exclusive of VAT
- With a 10% discount for charities
- Option to run an exclusive programme for organisations who have 8 or more participants

Facilitator

Allison Holland has over 20 years cross sector experience working in learning and development and organisational development. For the last 10 years she has worked in strategic partnerships with the senior leaders to support the delivery of business outcomes and transformational changes to working culture. This has included leadership and management programmes at level 5 and 7 with the Welsh Government, National Assembly for Wales (NAFW) Bridgend, Cardiff and Newham local authorities, Companies House and Cardiff Metropolitan University. She has also worked with the senior leadership teams of Principality Building Society, Cardiff University and numerous SMEs and third sector organisations. She has an MSc in Public Service Leadership so blends academic expertise with a practical ability to analysis, scope, design, and evaluate challenging and targeted interventions for individuals, team, departments and whole organisations. This will be the fifth time Leaderful Action has successfully run the ilm level 7 qualification.

Allison brings creativity, positivity and leadership to group and 1:1 learning; balancing challenge and support. She focuses on values, behaviours, emotional intelligence and tangible outcomes to grow leadership and organisational potential. She is also qualified to use psychometric tools and tests in emotional intelligence and resilience (EQi 2.0 and MTQ 48), and to work with the ACT therapy tool, and Insights Discovery profiling tool. She uses these to develop insight, challenge and build commitment to action.

Further Information and Next Steps

Please contact us with any questions you may have, however big or small. We believe this is an excellent opportunity for organisations to upskill their senior leaders and leadership teams and experience the benefits of assured leadership, sound governance and impactful plans for the future. Obviously, we'd like to share our thinking with you! We'd also be happy to put you in touch with previous participants and/or provide some feedback on their experiences of earlier programmes.

By email allisonholland@leaderfulaction.com or cathattree@leaderfulaction.com

By phone 07779024053 (Allison) or 01633 881061

You can visit our website too, although it is the process of being redesigned with a launch schedule for February 2019!