

IMPACT – Make your Mark in 2020

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

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

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

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

Testimonials

“This has been the most real and relevant course I’ve done and one where you can see the learning take immediate effect. I look forward to receiving the certificate. Thank you too for your patience, support and guidance.” **Richard Broadway, Locality Manager, Drink Wise Age Well**

“I started the ILM and did not really know what to expect, I was facing a huge change project at work and wanted to learn as much as I could to help implement the change and to work closer with my colleagues. From start to finish the course was incredible, the administration of the course, the content, the learning and the format were ideal for my learning style and what I needed at that time in my career. I found the information well presented, current with relevant case studies and a lot of opportunity to try new ideas and concepts in a safe, small group with the other learners. The VLE was very easy to access and use and the course is structured such that, whilst there is work to do outside of the day sessions, it’s not onerous and actually just feels like a continuation of the learning day. Allison is a great supportive teacher and coach, able to give time to all and flexible enough to allow us time to dwell or revisit ideas or themes as we needed. The executive coaching was a really welcome addition to the more traditional learning and really helped me cement in the knowledge and give me the confidence to try new things outside of the classroom. I would highly recommend this course to anyone who is prepared to really learn about themselves, their colleagues and begin an exciting learning experience together.” **Victoria Camp, Commercial Transformation Manager, Welsh Local Authority**

“The ILM Level 7 programme was the best leadership training I’ve had. I can say that Allison is an inspiring teacher” **Andrew Philips, Director ABUHB**

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.

Delegate feedback on the assessment from Ben Goldup, GSM Automotive "The assessment was difficult for me for a number of reasons. I hadn't had the experience of completing this level of assignment before. I also knew that with work and family commitments this was going to be difficult. From the beginning Allison made me feel at ease, she was always very encouraging and supportive which gave me the confidence to believe I could achieve this qualification. Our one to one discussions were especially helpful and her experience and guidance helped me when I was at times going off track. She quickly helped me re-focus whilst always ensuring I was fully understood. Allison would not only highlight the areas that needed improving but also pointed out the areas where I had added good content. This made me feel that I was capable of completing my project. I am certain that without her support I would have really struggled to get myself through this qualification. The professionalism throughout my training experience was remarkable from Allison, Leaderful Action and their partners at Palladium. I look forward to any future training I can do with them.

The IMPACT Programme 2020

Event	Detail	Session Type, Duration and Dates
Workshop 1	You as Leader	This programme will commence in Autumn/Winter 2020.
Workshop 2	Lessons in Leadership	
Executive Coaching	Session One - Setting Goals, Using Strengths (uses Insights profile and EQi)	It will be a blended programme, with some modules being delivered via live virtual sessions, and some being face to face. The executive coaching will take place online.
Workshop 3	Vision, Strategy and Stories	
Group Supervision	Action Learning Set 1 - peer supervision and support for action research projects	
Workshop 4	Challenge Ready	
Executive Coaching	Session Two - Managing Challenges, Achieving Goals	The delivery of the programme will remain adaptive to the prevailing Covid19 situation, to enable completion.
Workshop 5	Creating High Performing Cultures	
Group Supervision	Action Learning Set 2 - peer supervision and support for action research projects	

Investment per participant £1895

- With the option to upgrade and include 3 further executive coaching sessions for an additional £645
- Inclusive of venues and lunch, 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 sixth 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 at <http://www.leaderfulaction.com/services/ilm-qualifications/>, although it is the process of being redesigned with a launch schedule for March 2020!