



*'For the Management Professionals of the future'*

## **CMI Level 7 (RQF) – Leadership Coaching & Mentoring**

***A 3-day series of workshops at Hexgreave Hall, Farnsfield NG22 8LS***

### **About the programme:**

This programme is for managers and leaders who have responsibility for developing a Leadership, Coaching and Mentoring strategy. Completing the optional Level 7 Certificate CMI qualification produces a strategic implementation plan that can be used to introduce Coaching and Mentoring into your business or organisation.

As participants are likely to be in senior positions, attendance on the programme requires delegates to be operating at an appropriate level in their organisations and to have the experience and prior knowledge required to get the best out of the course and the interaction that they will experience with the peer group. The programme is delivered over 3 days (usually 2 to 3 weeks apart) and is delivered by tutors who are specialists in their disciplines as well as being commercially experienced.

As with all CMBD programmes, the course gives the delegates the option of completing a CMI (Chartered Management Institute) Level 7 Certificate qualification if they require. This involves the completion of two or three assignments (13 credit points required) and 45 to 50 guided learning hours. As 36 of these hours are attained by attending the course, this means a commitment from candidates wishing to complete the qualification of between 11 and 16 hours of their own personal time.

For more information on what is involved with qualifications, please feel free to contact us for a more in-depth chat.

### **Designed for:**

The programme is designed for leaders and managers who have the authority and personal inspiration to translate a strategic coaching and mentoring strategy into effective operational performance. The programme requires delegates to build on their strategic management and leadership skills and to focus on the requirements of implementing the coaching and mentoring strategy. The programme is suitable for delegates from the private, public and third sectors who have sufficient knowledge and experience of leadership and management at a strategic level.

One of the features of a CMBD Ltd Level 7 programme is meeting, working with and discussing strategic level issues with like-minded people at a senior level. The course brings together a diverse range of people from differing sectors and creates the opportunity for knowledge transfer to take place between the delegates, creating peer groups that can thrive and grow well after the finish of the formal programme.

### **The Programme content:**

Each of the three workshops is self-contained and focuses on a particular coaching, mentoring and leadership topic. This provides the underpinning knowledge required for the optional qualification, allowing the delegates to discuss and explore the various issues that are relevant to them. Indicative module content is outlined below for each of the three days of the programme.

#### *Day One – The Strategic Impact of Coaching and Mentoring (7018V1)*

This topic is about evaluating individual, team and departmental development from coaching and mentoring, and its impact on strategic performance objectives. Delegates will be able to:

Analyse changes to culture within the organisation

- Determine how coaching and mentoring is used to manage individuals, teams and departments
- Evaluate how coaching can share knowledge between individuals, teams and departments
- Discuss measures to identify the impact of coaching and mentoring on strategic objectives
- Evaluate the costs of the coaching and mentoring programme against the benefits obtained
- Devise a method to share the evaluation of the coaching and mentoring across the organisation

#### *Day Two – Leadership Coaching and mentoring Skills (7020V1 Tasks 1 and 2)*

This topic is about understanding how coaching and mentoring supports business objectives and how to plan a programme. Delegates will be able to:

- Evaluate the benefits of a coaching and mentoring programme to an organisation
- Assess how a coaching and mentoring programme supports business objectives
- Develop guidelines and protocols for programmes based on accepted theory and practice
- Develop a coherent, congruent statement of ethics for coaching and mentoring programmes
- Discuss the organisational and resource implications of coaching and mentoring
- Explain how to overcome organisational and individual resistance to coaching and mentoring

#### *Day Three – Leadership Coaching and Mentoring Skills (7020V1 Tasks 3 and 4)*

This topic is about implementing a coaching and mentoring programme and the subsequent evaluation of the programme. Delegates will be able to:

- Devise an implementation plan to install coaching and mentoring programmes within an organisation
- Identify a sponsor for the project
- Set objectives
- Agree resource requirements, business planning as needed
- Create policies and procedures/framework, including 'job' descriptions for coaches and mentors, communication plans, launching the initiative, scheduling activity, milestones and reviews and evaluation of impact on business objectives
- Evaluate the impact on organisational culture of an established coaching and mentoring initiative

### Further information:

The course runs regularly at Hexgreave Hall but can also be delivered in-house for larger organisations if required.

Should participants wish to complete any of the optional Level 5 qualifications that are available with this programme, then a further fee (to cover CMI registration, tutorial support and assignment marking) will be payable. Please contact us for details.

### The Workshop Tutors:



John Collins is a highly experienced and well-respected business coach, consultant and trainer. Participants will be able to learn from his wealth of knowledge and practical experience in using coaching as a powerful performance and development tool.

For more information about John you can read his profile on the following link:

<https://www.cmbd.org.uk/people/dr-john-collins>



Carroll Macey works with CMBD clients to help enhance their effectiveness in their roles. This achieved through development of non-technical knowledge, coaching and mentoring skills and awareness of mental models that drive the behavioural changes needed to achieve personal and organisational success. She has recently published a book on Mindfulness and is an expert in her field.

For more information about Carroll you can read her profile on the following link:

<https://www.cmbd.org.uk/people/carroll-macey>

For more information please contact [enquiries@cmbd.org.uk](mailto:enquiries@cmbd.org.uk) or call 01623 883199