

Results Driven Group – Effective Human Resources

Course title	ILM Level 3 Award in Effective Coaching
Courses description and target audience	<p>These qualifications are for those at all levels who want to develop their coaching knowledge, skills and understanding in order to enhance their ability and confidence in coaching.</p> <p>Benefits for individuals</p> <ul style="list-style-type: none"> • Know what it takes to be an effective coach • Understand how coaching works • Learn a recognised coaching model, and the tools and techniques to support it • Put your new skills into practice and carry out supervised coaching sessions • Analyse coaching performance in order to improve own ability <p>Benefits for employers and educators</p> <ul style="list-style-type: none"> • Implement coaching to improve organisational performance • Ensure the individuals developed as coaches are equipped with the skills, knowledge and understanding they require • Develop a coaching culture in your organisation by developing highly effective coaches
Delivery method and duration	On line – Tutor led course 6 x 2.5 hours sessions
Course start dates	Dates to be set

Course title	ILM Level 5 Certificate in Effective Coaching & Mentoring
Courses description and target audience	<p>ILM Level 5 Certificate in Effective Coaching and Mentoring is designed to enable first line managers and L&D professionals to implement a coaching framework within their organisations. The course focuses on developing candidates' coaching skills, by presenting them with a set of tools and techniques that can be adapted to meet the development needs in their organisation. By the end of the training, participants will have gained a deeper understanding of how coaching and mentoring can impact their organisations. They will be able to assess their own skills, behaviours and knowledge as coaches and mentors and plan their next development steps.</p> <p>Overall, participants who successfully complete the ILM Level 5 Certificate training requirements will be prepared to develop a coaching and mentoring culture in their organisation, and provide effective support for the development of their staff.</p>
Delivery method and duration	On line – Tutor led course 6 x 2.5 hours sessions
Course start dates	04/03/21

Course title	ILM Level 5 Diploma in Effective Coaching & Mentoring
Courses description and target audience	<p>Who are these qualifications for? These qualifications are for managers and those with significant responsibility for effective coaching and mentoring as part of their daily role within an organisational context. They are also ideal for individuals who wish to move into a development role or start a career as a freelance coach or mentor.</p> <p>Benefits for individuals • Be able to assess your own skills, knowledge and behaviours as a coach and mentor</p> <ul style="list-style-type: none"> • Plan, deliver and review your coaching and mentoring • Know how to manage the coaching or mentoring process within an organisational context • Deepen your understanding of how the organisational context can affect coaching or mentoring • Plan, deliver and review your coaching and mentoring • Plan your future development in coaching or mentoring <p>Benefits for employers and educators</p> <ul style="list-style-type: none"> • Plan, deliver and review your coaching and mentoring • Ensure the individuals you develop as effective coaches and mentors are equipped with the skills, knowledge and understanding required • Plan, deliver and review your coaching and mentoring • Develop a coaching and mentoring culture so that individuals can improve their performance and organisational productivity
Delivery method and duration	Online and Face to Face / residential 6 Days
Course start dates	On-Line Course Programme:- 4 March 2021; 18 March 2021; 26 March 2021; 15 April 2021; 29 April 2021; 13 May 2021 5 Day Residential Programme :- From 11.00 on 7 June 2021 to 16.00 on 11 June 2021

Course title	ILM Level 7 Certificate in Executive and Senior Level Coaches and Mentors
Courses description and target audience	<p>These qualifications are for senior managers or Human Resources (HR)/Organisation Development (OD) professionals who wish to develop their expertise and credibility in the fields of Executive and Senior level coaching and mentoring, or to establish coaching at an organisational level. They are also ideal for professional coaches and mentors seeking to enhance and accredit their experience with a nationally recognised qualification</p> <p>Benefits for individuals</p> <ul style="list-style-type: none"> • Understand the strategic purposes of coaching and mentoring at an executive or senior level • Analyse the knowledge, skills, behaviours and practices necessary for effective coaching or mentoring at an executive or senior level

	<ul style="list-style-type: none"> • Plan, deliver and review own effective coaching or mentoring at an executive or senior level • Learn why reflective learning is important for own professional practice • Be able to plan own future professional development activities as a coach or mentor operating at an executive or senior level <p>Benefits for employers and educators</p> <ul style="list-style-type: none"> • Implement coaching in complex working environments or at an executive or senior level in your organisation • Ensure your organisation’s coaches and mentors are properly equipped with the skills, knowledge and understanding they need • Create a coaching and mentoring culture in which senior managers and leaders demonstrate their commitment to supporting their own and others’ development and performance improvement
Delivery method and duration	Online and face to face 6 Days
Course start dates	On-Line Course Programme :- 4 March 2021; 18 March 2021; 26 March 2021; 15 April 2021; 29 April 2021; 13 May 2021 5 Day Residential Course in the Lake District Programme :- From 11.00 on 7 June 2021 to 16.00 on 11 June 2021

Course title	ILM Level 7 Diploma in Executive and Senior Level Coaches and Mentors
Courses description and target audience	<p>These qualifications are for senior managers or Human Resources (HR)/Organisation Development (OD) professionals who wish to develop their expertise and credibility in the fields of Executive and Senior level coaching and mentoring, or to establish coaching at an organisational level. They are also ideal for professional coaches and mentors seeking to enhance and accredit their experience with a nationally recognised qualification</p> <p>Benefits for individuals</p> <ul style="list-style-type: none"> • Understand the strategic purposes of coaching and mentoring at an executive or senior level • Analyse the knowledge, skills, behaviours and practices necessary for effective coaching or mentoring at an executive or senior level • Plan, deliver and review own effective coaching or mentoring at an executive or senior level • Learn why reflective learning is important for own professional practice • Be able to plan own future professional development activities as a coach or mentor operating at an executive or senior level <p>Benefits for employers and educators</p> <ul style="list-style-type: none"> • Implement coaching in complex working environments or at an executive or senior level in your organisation • Ensure your organisation’s coaches and mentors are properly equipped with the skills, knowledge and understanding they need

	<ul style="list-style-type: none"> • Create a coaching and mentoring culture in which senior managers and leaders demonstrate their commitment to supporting their own and others' development and performance improvement
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Course title	ILM Level 7 Certificate for Coaching Supervisors
Courses description and target audience	<p>The Level 7 Certificate and Diploma in Coaching Supervision aim to equip professional coaches with the supervision skills and knowledge needed to practice as confident and competent coaching supervisors They are ideal for those seeking to develop their expertise in internal or external supervision of strategic, leadership, business or management coaching within an organisation. These qualifications are a gateway to accreditation but are not a licence to practice</p> <p>Benefits for individuals Coaching supervision can be an essential part of your CPD and helps maintain your own professional competence Understand the purpose and principles of coaching supervision Critically assess and reflect on your own ability to perform as an effective coaching supervisor Develop the skills and theoretical knowledge of coaching supervision methods, approaches, reflective practices and activity Evaluate the contribution of coaching supervision to stakeholders</p> <p>Benefits for employers Coaching supervision is a key process for organisations providing in-house coaching Develop coaches who are able to use the feedback from supervisory sessions to plan their own and others' professional development Benchmark your organisation's practice against an accepted framework Ensure your coaches are properly equipped with the skills, knowledge and ethical understanding they need Meet clients' supervision needs through effective assessment and relationship building</p>
Delivery method and duration	Residential Online 4 Days
Course start dates	01 to 04 Mar 2021

Course title	ILM Level 7 Diploma for Coaching Supervisors
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Delivery method and duration	Residential Online 4 Days
Course start dates	1st – to 4th March 202

Course title	Digital Learning & Development Skills – Business Partnering Programme
Courses description and target audience	<p>For either internal or external L&D professionals who want to create impact with their delivery through the maximization of the blended learning experience though the development of online content which creates a buzz!!</p> <p>On reflection of these different experiences we have developed a Digital learning and development skills business partnering development programme which will enable you to work in partnership with your colleagues/customers to develop engaging and thought provoking content which if delivered as part of a blended learning approach will deliver memorable and thought provoking content.</p> <p>This programme will give you the confidence and competence to be able start the journey from initial programme design through to delivery and evaluation through the development of a solid digital</p>

	skills set; which will enable you to develop functional and solid digital content which is quick to collate and use. This is a very practical hands on programme which is delivered as a 5-day residential course at our facilities in the Lakes or virtually online.
Delivery method and duration	Online course 10 x 3 hour sessions,
Course start dates	we are collating a list of delegates for this and then will set the dates in the future

Course title	Business Partnering / Consultancy – Level 5 Award in Professional Consulting
Courses description and target audience	Who should attend? Anyone who has to work either within their own organisation / or external organisations to act as an expert source of advice and information either as a business partner / consultant, either employed internally or self-employed. This course provides a practical toolkit for both internal and external Business Partners / Consultants, helping you to operate effectively as Business Partners / Consultants in any environment in the public, private or third sector
Delivery method and duration	Residential 5 Days
Course start dates	No dates set as yet