

Results Driven Group – Empowering Leaders

Course title	ILM Level 3 Award in Leadership and Management
Courses description and target audience	<p>The Level 3 Award in Leadership and Management is ideal for individuals who have management responsibilities but no formal training, and are serious about developing their abilities further They particularly support practising team leaders / first line managers seeking to move up to the next level of management, and managers who need to lead people through organisational change, budget cuts or other pressures.</p> <p>Benefits for individuals Gain a range of key management skills and put them into practice in your own role Build your leadership capabilities – motivate and engage teams, manage relationships confidently Develop your leadership and management skills using your own knowledge, values and motivations. Benefits for employers Effective and confident first-line managers Better relationships and communication in teams Proven skills – to get this qualification, managers will need to show that they can transfer their new skills to your organisation Managers with the tools to develop their own skills and abilities.</p>
Delivery method and duration	<p>Residential Online 4 Days</p>
Course start dates	<p>Residential - 08 to 11 Mar 2021 Online - 03, 17 & 25 Mar; 14 Apr 2021</p>

Course title	ILM Level 5 Award in Leadership and Management
Courses description and target audience	<p>The ILM Level 5 Award in Leadership and Management has been designed to give practising or aspiring middle managers a solid foundation for their formal development in this role. The Award is a concise qualification made up of two units. In the first unit, 'Developing and Leading Teams to achieve organisational goals and objectives', participants explore the nature of the middle management role and critically evaluate their own managerial ability. In the second unit, 'Becoming an effective leader', participants explore leadership styles within their organisation, the commitment and motivation of their teams and their own ability to motivate teams to meet organisational goals. The ILM Leadership & Management Level 5 Award – 4 day residential The ILM Leadership & Management Level 5 Award has been developed for aspiring and experienced Middle Managers The four programme modules are delivered as a knowledge and skills cluster, supported by online distance learning and 1-1 tutor support by telephone and email This enables participants to maximise their learning with integrated</p>

	assessments supported by comprehensive materials and unrivalled participant support For you this means that learning is transferred into the workplace immediately delivering measurable benefits and return on investment in a time and cost efficient format to drive through the behavioural change that is needed to deliver success in your organisation
Delivery method and duration	4 Day Open Residential 4 Day Open Tutor-Led Online Course -
Course start dates	4 Day Open Residential Course in the Lake District - 08 to 11 Mar 2021 4 Day Open Tutor-Led Online Course - Programme : 03, 17 & 25 Mar; 14 Apr 2021

Course title	ILM Level 5 Certificate in Leadership and Management
Courses description and target audience	The ILM Level 5 Certificate in Leadership and Management is designed for middle managers, helping them to develop their skills and experience, improve performance and prepare for senior management responsibilities. Benefits for individuals <ul style="list-style-type: none"> • Use core management techniques to drive better results • Develop your ability to lead, motivate and inspire • Provide strategic leadership as well as day-to-day management • Benchmark your managerial skills • Raise your profile in your organisation Benefits for employers <ul style="list-style-type: none"> • Encourage strategic thinking at this level of management to foster business improvement • Engage middle managers with training and development– this qualification is designed to provide clear, measurable benefits to career-minded professionals This course builds on the content of the 4 day ILM Level 5 Award in Leadership & Management with enhanced learning support through the use of our online learning system which further develops your underpinning knowledge and skills needed to complete the 3 course assignments, which are; Becoming an Effective Leader Developing and Leading Teams to Achieve Organisational Goals and Objectives Understanding the Management Role
Delivery method and duration	4 Day Open Residential Course in the Lake District 4 Day Open Tutor-Led Online Course
Course start dates	4 Day Open Residential Course in the Lake District 08 to 11 Mar 2021 4 Day Open Tutor-Led Online Course - 03, 17 & 25 Mar; 14 Apr 2021

<p>Course title</p>	<p>ILM Level 7 Certificate in Leadership and Management</p>
<p>Courses description and target audience</p>	<p>The Level 7 Certificate in Leadership and Management is designed for senior managers and leaders who want to develop themselves as leaders and managers, who recognise they have to satisfy various stakeholders and also want to invest in their own personal brand. They may manage day to day operations and activities, and in doing so seek to make best use of their resources, understand the need to innovate and have a constant awareness of the need to optimise performance They may also have to present arguments for change, construct business cases, lead change implementation and evaluate the impact of that change. These are the leader/managers who will benefit from this qualification What is required of you to take part in the programme – developing your leadership capability? Becoming a more effective leader involves delegates in a complex process of changing behaviours, based on an understanding of leadership and on the development of a range of personal and interpersonal skills Simply understanding what leadership involves, or developing insight into the effect of one’s own emotional state or values on decision-making, or being good at communicating with others is not sufficient, although each is a necessary component of any leadership role It is the synthesis of this that enables effective leaders to recognise the effect of their own behaviours on other people and on the organisation, and to manage those behaviours to achieve the goals that they have agreed Our ILM Level 7 Certificate in Leadership & Management development programme places great emphasis on developing this ability; if you are to continue to improve your performance beyond the programme itself – hence the results driven focus This is an important characteristic of all successful leaders that they can reflect on their experiences and learn from them – effective leaders are not afraid of making mistakes, only of repeating mistakes This ability, to learn and develop, is integral to the ILM Level 7 Certificate in Leadership & Management</p> <p>Benefits for individuals</p> <ul style="list-style-type: none"> • Puts the learner’s need for development at the centre of the programme by matching knowledge and skills to the learners’ specific context • Recognises the increasing importance of networks by harnessing the power of social learning • Encourages development of a personal brand that has impact in the internal and external environments • Embeds leadership and management development in work at a strategic level <p>Benefits for employers</p> <ul style="list-style-type: none"> • Encourages strategic thinking • Assessment strategy stipulates relevance to the work context so ensuring immediate relevance and practical benefits to the organisation, thus delivering a positive ROI on the programme <ul style="list-style-type: none"> • Encourages study which aligns with and enacts strategic priorities • Motivates and develops leader/managers to create and maintain high performance cultures in any organisation

Delivery method and duration	Residential Online 4 Days
Course start dates	Residential course in Keswick, Cumbria – 4 days 22nd – 25th March 2021 Programme 2:- 14th – 17th June 2021 On-line course:- 11th March 2021; 25th March 2021; 22nd April 2021; 6th May 2021

Course title	ILM Level 7 Diploma in Leadership and Management
Courses description and target audience	<p>The Level 7 Diploma in Leadership and Management is designed for senior managers and leaders who want to develop themselves as leaders and managers, who recognise they have to satisfy various stakeholders and also want to invest in their own personal brand. They may manage day to day operations and activities, and in doing so seek to make best use of their resources, understand the need to innovate and have a constant awareness of the need to optimise performance They may also have to present arguments for change, construct business cases, lead change implementation and evaluate the impact of that change. These are the leader/managers who will benefit from this qualification What is required of you to take part in the programme – developing your leadership capability? Becoming a more effective leader involves delegates in a complex process of changing behaviours, based on an understanding of leadership and on the development of a range of personal and interpersonal skills Simply understanding what leadership involves, or developing insight into the effect of one’s own emotional state or values on decision-making, or being good at communicating with others is not sufficient, although each is a necessary component of any leadership role It is the synthesis of this that enables effective leaders to recognise the effect of their own behaviours on other people and on the organisation, and to manage those behaviours to achieve the goals that they have agreed Our ILM Level 7 Diploma in Leadership & Management development programme places great emphasis on developing this ability; if you are to continue to improve your performance beyond the programme itself – hence the results driven focus. This is an important characteristic of all successful leaders that they can reflect on their experiences and learn from them – effective leaders are not afraid of making mistakes, only of repeating mistakes This ability, to learn and develop, is integral to the ILM Level 7 Diploma in Leadership & Management</p> <p>Benefits for individuals Puts the learner’s need for development at the centre of the programme by matching knowledge and skills to the learners’ specific context Recognises the increasing importance of networks by harnessing the power of social learning Encourages development of a personal brand that has impact in the internal and external environments Embeds leadership and management development in work at a strategic level</p> <p>Benefits for employers Encourages strategic thinking Assessment strategy stipulates relevance to the work context so ensuring immediate relevance and practical benefits to the organisation, thus delivering a positive ROI on the programme Encourages study which</p>

	aligns with and enacts strategic priorities Motivates and develops leader/managers to create and maintain high performance cultures in any organisation This 'tools' based leadership and management development programme focuses on the practicalities of leadership and management from a delivery perspective and, through a series of competency based leadership and management skills assessments and experiential leadership development exercises, develops confidence within the leader
Delivery method and duration	Residential course in Keswick, Cumbria – 9 days Module one is a 4 day block and module 2 is a five day block On-line course and residential course in Keswick, Cumbria – 9 days in total Module one is over 4 days On-line at one day every two weeks and module 2 is a five day residential block in Keswick 9 Days
Course start dates	Residential - Module one:- 14th – 17th June 2021 Module two:- 11th – 15th January 2021 or- 21st – 25th June 2021 Online Module one: – 11th March 2021; 25th March 2021; 22nd April 2021; 6th May 2021 Module 2 21st – 25th June 2021

Course title	CMI Level 5 Certificate in Coaching & Mentoring
Courses description and target audience	Designed for developing management coaching and mentoring skills, helping you to identify the links between coaching, mentoring and the achievement of business goals The Level 5 qualifications in Coaching and Mentoring are designed for practising middle managers and those aspiring to senior management to develop management coaching and mentoring skills, helping you to identify the links between management coaching, mentoring and the achievement of business goals. A more extensive qualification, the Level 5 Certificate in Coaching and Mentoring (QCF) gives you a broader knowledge of management coaching and mentoring skills, focusing on management coaching and mentoring practice, and management of action learning
Delivery method and duration	On-Line 6 Days 5 Day Residential Course in the Lake District
Course start dates	On-Line Course Programme 1:- 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 From 11.00 on 7 June 2021 to 16.00 on 11 June 2021

Course title	CMI Level 5 Diploma in Coaching & Mentoring
Courses description and target audience	<p>Designed for developing management coaching and mentoring skills, helping you to identify the links between coaching, mentoring and the achievement of business goals.</p> <p>The Level 5 Diploma in Coaching and Mentoring is designed for supervisors and first line managers. It builds on the learning gained in the Certificate and includes your personal development as a manager and leader. A Diploma in Management and Leadership is the benchmark qualification for full CMI membership, taking you another step towards Chartered Manager status.</p>
Delivery method and duration	<p>On-Line 6 Days 5 Day Residential Course in the Lake District</p>
Course start dates	<p>On-Line Course Programme 1:- 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 From 11.00 on 7 June 2021 to 16.00 on 11 June 2021</p>

Course title	CMI Level 7 Certificate in Leadership Coaching & Mentoring
Courses description and target audience	<p>Designed for directors and senior managers with authority and drive, helping them to translate organisational strategy into effective business performance.</p> <p>The Level 7 qualifications in Leadership Coaching and Mentoring are designed for managers and leaders who have the authority and responsibility for developing and implementing a coaching and mentoring strategy across the organisation. The qualifications require managers and leaders to build on their strategic management and leadership skills and to focus on the requirements of embedding the organisation's strategy. The Level 7 Certificate in Coaching and Mentoring gives you a broader knowledge of strategic coaching and mentoring skills within your organisation.</p>
Delivery method and duration	<p>Residential 5 Days and online 6 Days</p>
Course start dates	<p>On-Line Course Programme 1:- 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 From 11.00 on 7 June 2021 to 16.00 on 11 June 2021</p>

Course title	CMI Level 7 Diploma in Leadership Coaching & Mentoring
Courses description and target audience	<p>Designed for directors and senior managers with authority and drive, helping them to translate organisational strategy into effective business performance.</p> <p>The Level 7 qualifications in Leadership Coaching and Mentoring are designed for managers and leaders who have the authority and responsibility for developing and implementing a coaching and mentoring strategy across the organisation. The qualifications require managers and leaders to build on their strategic management and leadership skills and to focus on the requirements of embedding the organisation's strategy.</p> <p>The Level 7 Diploma in Coaching and Mentoring is designed for managers. It builds on the learning gained in the Certificate and develops your understanding of coaching and mentoring policies and managing organisational culture and change. A Diploma in Coaching and Mentoring is the benchmark qualification for full CMI membership, taking you another step towards Chartered Manager status.</p>
Delivery method and duration	Online and Residential 6 Days
Course start dates	<p>On-Line Course Programme 4 March 2021; 18 March 2021; 26 March 2021; 15 April 2021; 29 April 2021; 13 May 2021</p> <p>5 Day Residential Course in the Lake District From 11.00 on 7 June 2021 to 16.00 on 11 June 2021</p>

Course title	CMI Level 3 Award in Principles of Management and Leadership
Courses description and target audience	<p>CMI Level 3 qualifications in Principles Management and Leadership are developed for junior managers, supervisors and first line managers who have operational responsibility for a defined area of activity and who wish to build on and develop their existing management skills and knowledge. This qualification gives junior managers the communication and motivational skills to help improve operational efficiency.</p> <p>The Level 3 Award in Principles Management and Leadership provides an introduction to the skills, roles and responsibilities of this management area. It will also develop your basic knowledge by focusing on the development of specific management skills.</p>
Delivery method and duration	Online 4 Days

Course start dates	4 Day Open Tutor-Led Online Course - Programme 1: 03, 17 & 25 Mar; 14 Apr 2021
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Course title	CMI New Level 5 Award in Management and Leadership
Courses description and target audience	<p>The CMI Level 5 Award in Management and Leadership has been designed to give practising or aspiring middle managers a solid foundation for their formal development in this role. The Award is a concise qualification made up of one unit, Personal development as a manager and a leader, participants explore improving their management and leadership skills to support personal and team achievement of objectives.</p> <p>The CMI Level 5 Award in Management and Leadership has been developed for aspiring and experienced Middle Managers The four programme modules are delivered as a knowledge and skills cluster, supported by online distance learning and 1-1 tutor support by telephone and email This enables participants to maximise their learning with integrated assessments supported by comprehensive materials and unrivalled participant support For you this means that learning is transferred into the workplace immediately delivering measurable benefits and return on investment in a time and cost efficient format to drive through the behavioural change that is needed to deliver success in your organisation</p>
Delivery method and duration	Residential and Online 4 Days
Course start dates	Residential course in Keswick, Cumbria – 4 days – 11:00 on day 1 to 16:00 on day 4 Programme 1:- 14th – 17th June 2021 On-line course - 3rd March 2021; 17th March 2021; 25th March 2021; 14th April 2021

Course title	CMI New Level 5 Certificate in Management and Leadership
Courses description and target audience	<p>The CMI Level 5 Certificate in Management and Leadership is designed for middle managers, helping them to develop their skills and experience, improve performance and prepare for senior management responsibilities. Benefits for individuals</p> <ul style="list-style-type: none"> • Use core management techniques to drive better results • Develop your ability to lead, motivate and inspire • Provide strategic leadership as well as day-to-day management • Benchmark your managerial skills • Raise your profile in your organisation Benefits for employers

	<ul style="list-style-type: none"> • Encourage strategic thinking at this level of management to foster business improvement • Engage middle managers with training and development– this qualification is designed to provide clear, measurable benefits to career-minded professionals This course builds on the content of the 4 day the CMI Level 5 Award in Management and Leadership with enhanced learning support through the use of our online learning system which further develops your underpinning knowledge and skills needed to complete the 2 course assignments, which are; ‘Personal development as a manager and a leader’ ‘Managing team and individual performance’
Delivery method and duration	Residential and Online 4 Days
Course start dates	Residential course in Keswick, Cumbria – 4 days – 11:00 on day 1 to 16:00 on day 4 Programme 1:- 14th – 17th June 2021 On-line course :- 3rd March 2021; 17th March 2021; 25th March 2021; 14th April 2021

Course title	CMI Level 7 Award in Strategic Management and Leadership
Courses description and target audience	<p>Experienced or aspiring senior managers/directors/future leaders in your organisation.</p> <p>Becoming a more effective leader involves delegates in a complex process of changing behaviours, based on an understanding of leadership and on the development of a range of personal and interpersonal skills Simply understanding what leadership involves, or developing insight into the effect of one’s own emotional state or values on decision-making, or being good at communicating with others is not sufficient, although each is a necessary component of any leadership role It is the synthesis of this that enables effective leaders to recognise the effect of their own behaviours on other people and on the organisation, and to manage those behaviours to achieve the goals that they have agreed</p> <p>Our CMI Level 7 Award and Certificate in Strategic Management and Leadership development programmes place great emphasis on developing this ability; if you are to continue to improve your performance beyond the programme – hence the results driven focus Developing your leadership capability is an important characteristic of all successful leaders that they can reflect on their experiences and learn from them – effective leaders are not afraid of making mistakes, only of repeating mistakes This ability, to learn and develop, is integral to CMI Level 7 Award and Certificate in Strategic Management and Leadership The CMI Level 7 Award in Strategic Management and Leadership consists of one assignment which is Strategic leadership, the Certificate has 2 assignments, Strategic leadership and Implementing organisational change strategies, the first of which involves delegates developing the skills of the strategic</p>

	leader and the second in driving through change in your respective organisation post course
Delivery method and duration	Residential and online 4 days
Course start dates	Residential course in Keswick, Cumbria – 4 days Programme 2:- 14th – 17th June 2021 On-line course 11th March 2021; 25th March 2021; 22nd April 2021; 6th May 2021

Course title	CMI Level 7 Certificate in Strategic Management and Leadership
Courses description and target audience	<p>Experienced or aspiring senior managers/directors/future leaders in your organisation.</p> <p>Becoming a more effective leader involves delegates in a complex process of changing behaviours, based on an understanding of leadership and on the development of a range of personal and interpersonal skills Simply understanding what leadership involves, or developing insight into the effect of one’s own emotional state or values on decision-making, or being good at communicating with others is not sufficient, although each is a necessary component of any leadership role It is the synthesis of this that enables effective leaders to recognise the effect of their own behaviours on other people and on the organisation, and to manage those behaviours to achieve the goals that they have agreed</p> <p>Our CMI Level 7 Award and Certificate in Strategic Management and Leadership development programmes place great emphasis on developing this ability; if you are to continue to improve your performance beyond the programme – hence the results driven focus Developing your leadership capability is an important characteristic of all successful leaders that they can reflect on their experiences and learn from them – effective leaders are not afraid of making mistakes, only of repeating mistakes This ability, to learn and develop, is integral to CMI Level 7 Award and Certificate in Strategic Management and Leadership The CMI Level 7 Award in Strategic Management and Leadership consists of one assignment which is Strategic leadership, the Certificate has 2 assignments, Strategic leadership and Implementing organisational change strategies, the first of which involves delegates developing the skills of the strategic leader and the second in driving through change in your respective organisation post course</p>
Delivery method and duration	Residential and online 4 Days
Course start dates	Residential course in Keswick, Cumbria – 4 days - 14th – 17th June 2021 On-line course 11th March 2021; 25th March 2021; 22nd April 2021; 6th May 2021

Course title	CMI Level 7 Diploma in Strategic Management and Leadership
Courses description and target audience	<p>Who should attend? Experienced or aspiring senior managers/directors/future leaders in your organisation.</p> <p>This 'tools' based leadership development programme focuses on the practicalities of leadership from a delivery perspective and, through a series of competency based leadership skills assessments and experiential leadership development exercises, develops confidence within the leader.</p> <p>The programme is both blended and experiential in its nature with a range of online activities undertaken pre and post course through our CMI online learning and development portal Management Direct</p>
Delivery method and duration	Residential and Online 9 Days
Course start dates	<p>Residential course in Keswick, Cumbria – 9 days in total, Module one is a 4 day block and module 2 is a five day block*</p> <p>Module one:- 14th – 17th June 2021 Module two:- 21st – 25th June 2021</p> <p>On-line course and residential course in Keswick, Cumbria – 9 days in total Module one is over 4 days On-line at one day every two weeks and module 2 is a five day residential block in Keswick, Cumbria*</p> <p>Module one: – 11th March 2021; 25th March 2021; 22nd April 2021; 6th May 2021 Module two:- 21st – 25th June 2021</p>

Course title	Team Leader/First Line Manager – Management and Leadership Development Programme
Courses description and target audience	<p>The Team Leader / First Line Manager – Management and Leadership Development Programme is ideal for individuals who have management responsibilities but no formal training, and are serious about developing their abilities further They particularly support practising team leaders / first line managers seeking to move up to the next level of management, and managers who need to lead people though organisational change, budget cuts or other pressures.</p> <p>Benefits for individuals Gain a range of key management skills and put them into practice in your own role Build your leadership capabilities – motivate and engage teams, manage relationships confidently Develop your leadership and management skills using your own knowledge, values and motivations. Benefits for employers Effective and confident team leader / first-line managers Better relationships and communication in teams Proven skills – managers will need to show that they can transfer their new skills to your</p>

	organisation Managers with the tools to develop their own skills and abilities.
Delivery method and duration	Residential and on line. 4 Days
Course start dates	Residential course in Keswick, Cumbria – 14th – 17th June 2021 On-line course 3rd March 2021; 17th March 2021; 25th March 2021; 14th April 2021

Course title	The Middle Manager – Management and Leadership Development Programme
Courses description and target audience	<p>The Middle Manager – Management and Leadership Development Programme is designed for aspiring or experienced middle managers, helping them to develop their skills and experience, improve performance and prepare for senior management responsibilities.</p> <p>Benefits for individuals</p> <ul style="list-style-type: none"> Use core management techniques to drive better results * Develop your ability to lead, motivate and inspire * Provide strategic leadership as well as day-to-day management * Benchmark your managerial skills * Raise your profile in your organisation <p>Benefits for employers</p> <ul style="list-style-type: none"> * Encourage strategic thinking at this level of management to foster business improvement * Engage Middle Managers with training and development– this programme is designed to provide clear, measurable benefits to career-minded professionals
Delivery method and duration	Residential and on line 4 Days
Course start dates	Residential course in Keswick, Cumbria 14th – 17th June 2021 On-line course 3rd March 2021; 17th March 2021; 25th March 2021; 14th April 2021

Course title	Senior Leadership – Management and Leadership Development Programme
Courses description and target audience	<p>This Senior Leadership & Management Development Programme is designed for senior managers and leaders who want to develop themselves as leaders and managers, who recognise they have to satisfy various stakeholders and also want to invest in their own personal brand.</p> <p>Benefits for individuals Puts the learner’s need for development at the centre of the programme by matching knowledge and skills to the learners’ specific context Recognises the increasing importance of networks by harnessing the power of social learning Encourages development of a personal brand that has impact in the internal and external environments Embeds leadership and management development in work at a strategic level</p> <p>Benefits for employers Encourages strategic thinking Assessment strategy stipulates relevance to the work context so ensuring immediate relevance and practical benefits to the organisation, thus delivering a positive ROI on the programme Motivates and develops leader/managers to create and maintain high performance cultures in any organisation.</p> <p>This ‘tools’ based leadership and management development programme focuses on the practicalities of leadership and management from a delivery perspective and, through a series of competency based leadership and management skills assessments and experiential leadership development exercises, develops confidence within the leader</p>
Delivery method and duration	Residential and online 4 Days
Course start dates	Residential course in Keswick, Cumbria 14th – 17th June 2021 On-line course 11th March 2021; 25th March 2021; 22nd April 2021; 6th May 2021