

Luminate Education Group – Empowering Leaders

1. CMI Level Three Principles of Management and Leadership (unit)

Description: Being equipped with the knowledge, skills and behaviours to manage and lead effectively is essential if an individual and their organisation are to succeed. The unit focuses on the ways organisations operate. The application of management and leadership approaches and how these can positively impact on own role, lead to improved performance, and support teams, colleagues and customers.

Includes:

- Understanding how organisations operate; setting and meeting personal and work-related objectives
- Understanding the management role
- Understand the application of management and leadership approaches
- Understand the knowledge, skills and behaviours to be an effective manager

Accredited.

Six participants required to run a course.

Course delivery method: Combination

Delivery location: Any premises

Course length: Three days over one week

2. CMI Level Three Managing a Team to Achieve Results (unit)

Description: The ability to manage teams, which are able to communicate effectively and overcome barriers to achievement, is a critical skill for any manager. High performing cohesive teams are created in an environment where there is a collective understanding of values, goals and objectives.

Outcomes Include:

- Understanding the role and purpose of teams
- Recognising the characteristics of a high performing team
- Knowing how to lead, communicate with and motivate a high performing team
- How to respond to challenges when managing a team proactively
- How to manage the performance of a team

Accredited.

Six participants required to run a course.

Course delivery method: Combination

Delivery location: Any premises

Course length: Two days over one week

3. CMI Level Three Responding to Conflict in the Workplace (unit)

Description: This unit aims to support managers to understand the types and causes of conflict and how to identify strategies to respond to conflict situations in a timely and professional manner.

Outcomes Include:

- Understand the nature of conflict in the workplace
- Understand the signs and causes of conflict in the workplace
- Know how to respond professionally to conflict in the workplace including:
 - Understand formal and informal methods of responding to conflict
 - Understand the skills and knowledge required when responding professionally to conflict in the workplace
 - Understand how to repair working relationships following conflict

Accredited.

Six participants required to run a course.

Course delivery method: Combination

Delivery location: Any premises

Course length: One day over one week

4. CMI Level Five Developing, Managing and Leading Individuals and Teams to Achieve Success (unit)

Description: This unit focuses on the essential management and leadership skills required to fulfil this challenging but rewarding role. The unit opens by focusing on the theoretical and practical approaches to developing, leading, and managing teams (remote or multi-disciplinary).

Outcomes Include:

- Understand approaches to developing, managing and leading teams
- Understand approaches to achieving a balance of skills and experience in teams
- Know techniques for leading individuals and teams to achieve success

Accredited.

Six participants required to run a course.

Course delivery method: Combination

Delivery location: Any premises

Course length: Two days over one week

5. CMI Level Three Managing Performance (unit)

Description: This unit evaluates the reasons for managing performance and the approaches that can be used.

Outcomes Include:

- Understand the rationale for managing performance within organisations
- Understand frameworks, diagnostic and evaluation tools used for performance management
- Know how to manage performance
- Understand how to critically assess methods for analysing financial data and information required to make management and strategic decisions

Accredited.

Six participants required to run a course.

Course delivery method: Combination

Delivery location: Any premises

Course length: Two days over one week