

ILM Level 3 Diploma for Coach / Mentors

Coaching & Mentoring are powerful tools for developing leadership capabilities especially if your in-house coaches possess the high level of knowledge, skills and behaviours required which this programme offers. The programme is designed for people who wish to develop both professionally and personally, those who are working to meet the need for effective work place coaching and mentoring within their organisation.

Why Coaching & Emotional Intelligence (EQ)?

Coaching and EI have become business and personal tools that are achieving outstanding results across all sectors. Coaching in its various specialties is evolving every day. EQ added to coaching gives an added depth and range of tools and techniques.

People are the Key to success, to ensure continued and enhanced success; engaged, resilient high performing teams are paramount

Engagement of teams relies on the way people work together to deliver their best as part of a high performing organisation

Connection of individuals with the key requirements of the organisation to ensure its future success

Belief that with the support of Leadership results will come

Resilience being continually replenished by excellent communications and a connection to the future

Consistency of message and expert delivery

Motivation coming from all within the organisation, flowing through an effective coaching culture

Coaching as a Leadership Approach Delivering all of the above and more...

Who is this qualification for?

This qualification is designed for managers seeking to gain the skills, knowledge and confidence to coach and mentor people as part of their normal role. It's also the ideal starting point for a career in coaching and mentoring.

Benefits for the individuals

- Learn about coaching and mentoring as powerful development tools
- Understand the role and responsibilities of an effective coach and mentor
- Explore different coaching and/or mentoring models
- Develop practical skills, tools and techniques to support these models
- Put your new skills into practice – carry out supervised coaching and/or mentoring sessions
- Analyse, assess and plan to improve your own coaching and/or mentoring ability.

Benefits for the employers

- Implement coaching and mentoring in your organisation
- Benchmark your organisation's coaching and mentoring practice against nationally recognised standards
- Ensure the managers you develop as coaches and mentors are properly equipped with the skills, knowledge and ethical understanding they need
- Create a coaching and mentoring culture in your organisation that means that all managers are able and willing to coach and mentor others and support their professional development.

How?

The course is spread across 3 days classroom learning and workplace action learning practical coaching.

Day 1 offers an opportunity to learn all about our styles of communication and Coaching Psychology, Looking at both Trait (Language and Behavioural profiling) and Type (Myers Briggs Type indicator) theory to understand how we can utilise our natural styles and develop our emotional intelligence to achieve excellent positive influencing skills with anybody at any time.

Day 2 develops the skills and knowledge required to be an effective coach including the appropriate interpersonal, communication, planning and organisational skills needed to carry out the relevant coaching and mentoring roles. It also examines the ethical issues that need to be considered by people operating as coach / mentors, as well as topics that are specifically relevant to their roles.

Day 3 is focused on coaching practice, ensuring that you utilise all the knowledge, skills and behaviours you have developed during the Programme, and includes peer review and development of a coaching diary.

Assessment for this qualification requires candidates to apply what they have learnt in practical coaching interventions. Following this, delegates are required to reflect on and record their experiences in a coaching diary. It is through the combined development of knowledge and skills together with practical coaching and mentoring activities that candidates' capabilities and confidence is developed.

There are two mandatory units in this qualification which focus on understanding good practice in workplace coaching and mentoring. They introduce what coaches and mentors do, the processes they follow and the qualities and abilities individuals need to be effective in these roles. The learners complete the qualification with two additional units. The first deals with reflecting on own skills as a coach or mentor in the workplace. And in second the learner plans and carries out 36 hours of either coaching or mentoring, with supervision and support.

Tom Bamber

The Programme is underpinned by the knowledge Tom Bamber has gained, during the last 19 years, working across all sectors, with a vast experience of different organisations in consulting, organisational development, people engagement, alignment, communication, leadership development, coaching and performance enhancement.

Core Elements

Self-Awareness
Coaching Techniques
Communications excellence
Coaching Ethics
Leadership Excellence
Stress Empowerment
Action Learning

Influencing Skills
Self Mastery
Myers Briggs Type
Pacing
Feedback skills
Pressure Coaching
Reflection

Rapport Skills
Calibration techniques
Motive Profile
Coaching Practice
Coaching through Change
Outcome setting
Motivation

Venues

We use exhilarating training venues to create Spacious yet intimate learning environments with delicious food included. Venues include Harewood House, on the 7th Salford Media City, CIH building Grays in Road nr Kings Cross

Online Support

All of our courses come with fully inclusive online tutor support

