

# Developing Confidence as a Leader

- CMI Level 5



CMI Awards

**FINALIST**

Outstanding Training  
Provider of the Year 2022



# Developing Confidence as a Leader

- CMI Level 7



## Duration

Three teaching days

## Validating Body

CMI

## Overview

There are numerous reasons why the modern leader may lack confidence in themselves, and many leaders suffer from a lack of self-confidence. Sometimes this can be due to a lack of support or adequate training prior to being promoted, but in many cases, the leader may be conflicted with feelings of self-doubt and imposter syndrome.

Building confidence helps us to improve our health, wellbeing, and happiness. It helps us to introduce ourselves to new people, make a good first impression, apply for that promotion or take on a challenging project. For leaders it helps those around us to buy in to what we're about – especially when times are tough.

The modern leader may feel like they live in a goldfish bowl of critical feedback and judgement, where saying or doing the wrong thing can feel catastrophic and where positive feedback seems hard to come by.

This course is designed to lift the veil on building confidence in leadership practice. By looking at the psychology which underpins how we operate individually and in groups, we will encourage a mindful, deliberate and reflective approach to improvement. Delegates will reflect on themselves and their own practice and learn how to put in place strategies for self-development which will naturally increase their confidence and assertiveness. They will feel empowered and able to improve their impact on those around them.

## Who is this course for

This course is for leaders and managers who want to develop their own confidence and wellbeing and support colleagues in becoming more confident.

## Learning Outcomes

On completion of this programme, delegates will:

- Be able to use reflective practices around their own competencies and challenges
- Understand the root causes which impact their confidence levels
- Practice being comfortable in the uncomfortable
- Develop a personal plan to improve confidence as a leader
- Give and receive feedback effectively
- Deal with controversy and conflict more confidently
- Be able to reflect on their authentic leadership style and their personal values
- Go forth and be great!

## Qualification

### CMI Level 5 Award in Management and Leadership

Following completion of the **Developing Confidence as a Leader Course**, learners can opt to continue their studies by completing a **CMI Level 5 Award in Management and Leadership**. This qualification is designed for practising middle managers and leaders at operations, division, departmental or specialist level, who are typically accountable to a senior manager or business owner.

Learners are required to complete one 2,500-3,000 word written assignment. Units to be completed include:

- 525: Using Reflective Practice to Inform Personal and Professional Development

### Benefits of completing the qualification include:

#### For learners:

- Development of skills required to lead and manage individual teams.
- Provides a broader knowledge of skills to help individuals be more effective in specific management areas.
- Equips learners with the understanding of the value of reflective practice, and how reflection can be used as the basis of a meaningful personal and professional development.
- Accredited management and leadership qualification and certificate on completion.

#### For organisations:

- Learners will build on their strategic management and leadership skills to focus on the requirements of embedding the organisation's strategy.
- Provides skills and behaviours to drive core business activities.
- Delivers skills to optimise organisational performance through the effective leadership and development of people.

### Learners also receive:

- Targeted tutorials run by our CMI-qualified tutors, to help learners complete the assignment writing phase.
- Dedicated support from the Quality Assurance Team here at In Professional Development, including regular CMI learner drop-in sessions.
- Access to a wealth of CMI online learning resources through their Management Direct website.

Please take a look at our [CMI FAQs](#) to find out more about how the qualification works.

## 2022 Finalist for Outstanding Training Provider

In 2022 we were shortlisted for the Outstanding Training Provider of the Year Award with Chartered Management Institute.

The CMI who celebrated it's 75th year, recognised In Professional Development as a provider producing exceptional positive impact on the learner experience in the category of small business, as a result of its partnership with the Institute.



We are honoured to have been shortlisted for our work as a training provider so early in our short period of offering professional development programmes and privileged to continue delivering outstanding courses CMI accredited courses through our Non-HE Partner's relationship. Find out more about our shortlisting [here](#).

## Agenda

### Day One: Diagnosing Confidence

Key themes include:

- Defining confidence and its balance; the concept of deep confidence
- Behavioural change – neuro logical levels
- Imposter syndrome and Dunning-Kruger effect
- Managing paradoxes
- The impact of fear and stress and what drives them
- Personality difference and diversity
- Reaching out to others – mentoring and coaching (introduction to coaching)
- Effective reflective practice including journaling
- Challenge activity

## Agenda

### **Day Two: Developing Your Confidence**

Key themes include:

- The psychology of change
- Your physical, intellectual and emotional development options
- Improving emotional intelligence
- Transactional analysis and managing conflict
- Seeking effective feedback (and giving feedback effectively)
- Developing your personal vision for the future and Ikigai
- Critically evaluating your values
- Reflective practice
- Challenge activity

### **Day Three: Creating a Confidence Plan**

Key themes include:

- Developing the resilience to navigate change
- Secrets of motivation
- Building trust and developing empathy
- Brand You – putting together the pieces
- Coaching conversations
- Your Confidence Challenge Presentations
- Practicing positive regard

## Tutors

### **James Willerton**

With more than 10 years of business consulting and professional service experience, James has developed a well-rounded and practical perspective on strategic development and human capital development at all levels and cross-industries both nationally and internationally. With a focus on innovation in strategy development, James is a certified 'exceptional trainer'. He has a diverse background in business management, innovation, strategy development, organisational development, recruitment and operations.

During his role in recruitment, James applied advanced psychometric techniques and personally assessed over 1,000 candidates for client's businesses, as well as his own. Combined with coaching, this has given him an advanced experience of dealing with the human psyche and obtaining optimal results for human capital and organisational development.

James has a very approachable manner, with valuable real-world experience as an employer and a senior consultant to a wide-range of industries and organisations.

