

Effective Coaching and Mentoring Accelerator Programme

- ILM Level 5



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Duration

Five teaching days

Validating Body

ILM

Who is this course for

This programme is ideal if you are a manager with significant responsibility for coaching and mentoring as part of your day-to-day role. It will also support you if you are planning to move into a development role in your organisation, or start a career as a freelance coach and mentor.

Overview

Our exciting new Institute of Leadership and Management (ILM) Level 5 Certificate - Effective Coaching and Mentoring Accelerator Programme is highly engaging and will develop your coaching skills and abilities as a confident, well-practised coach. It is designed for leaders who would like to coach and mentor their teams more as part of your day-to-day role, and it is also a very relevant course that will support you if you are planning to move into a development role in your organisation, or start a career as a freelance coach and mentor.

This programme will deepen your understanding of coaching and mentoring, ensuring that you are properly equipped with the skills, knowledge, mindset, and ethical understanding required for developing a coaching and mentoring culture within your organisation.

Participants will be guided through the extensive programme by our highly experienced course leader who will support you through your qualification and introduce you to key models, theories, tools and techniques whilst equipping you with the skills to overcome barriers and demonstrate the impact of your coaching and mentoring practice.

Learning Outcomes

On completion of this programme delegates will;

- Have the skills and mindset to act effectively as a coach or mentor
- Have a critical understanding of the role and responsibilities of the workplace coach and mentor
- Know how to manage the coaching or mentoring process within an organisational context
- Deepen their understanding of how organisational context can affect coaching or mentoring
- Plan, deliver and review their own coaching and mentoring

Qualification

ILM Level 5 Certificate in Effective Coaching and Mentoring

Following completion of the Effective Coaching and Mentoring Accelerator Programme, you can go on to further study by opting to complete the ILM Level 5 Certificate in Effective Coaching and Mentoring.

Qualification is ideal for managers and those with significant responsibility for effective coaching and mentoring as part of their daily role within an organisational context or individuals who wish to move into a development role or start a career as a freelance coach or mentor.

Focus on work-based learning with the aim of providing learners with the required knowledge, skills and understanding in order to effectively coach or mentor others within an organisational context.

Learners will be required to complete a 4,000-5,500 word written report, a portfolio and reflective journal along. Learners will also undertake 18 hours of practical coaching practice.

Dedicated support from the Quality Assurance Team here at In Professional Development plus two additional follow-up tutorials*, following the classroom-phase, to offer guidance and support on any aspect of coaching practice or assignment development.

Free 12-month student membership for the Institute of Management that will give learners access to a wealth of digital resources and a network of like-minded leaders and managers.

On successful completion learners will be receive a certificate and downloadable digital credentials from ILM.

Provides learners with the ideal stepping-stone onto further ILM qualifications.

**Please note that the support tutorials are compulsory and you will be notified of the times/dates of these at the time of booking.*

[Click here](#) to find out more about the ILM Level 5 Certificate in Effective Coaching and Mentoring

Agenda

Session One: Skills and Attributes of a Safe and Effective Coach

Key themes include:

- ILM Introduction and welcome to the qualification
- Understanding Coaching and Mentoring
- Questioning skills
- Key models, tools and techniques
- Starting Coaching or Mentoring conversation well
- Contracting for the relationship
- Contracting for the session
- Managing confidentiality
- Your coaching mindset

Session Two: Key Models, Tools and Skills

Key themes include:

- Personality (Big 5 / Five Factor Model) – The psychology of individual differences
- Ethical dilemmas in Coaching and Mentoring
- Listening skills
- Developing rapport and trust
- Working with metaphors - Clean Language
- Reflective Practice

Session Three: Exploring Frameworks and Responsibilities

Key themes include:

- Key Mentoring frameworks
- Responsibilities of Coaches and Mentors
- Key competency frameworks (ICF/EMCC/AC)
- Giving time and space to think
- Your relationship with uncomfortable silence

Session Four: Benefits of Coaching for You and Your Organisation

Key themes include:

- The business case for coaching and mentoring

Tutors

- The benefits to individuals and organisations
- Overcoming barriers to Coaching and Mentoring
- Measuring impact, evaluation and ROI
- Solution Focused Coaching

Session Five: Coaching and Mentoring in Practice

Key themes include:

- Content Free Coaching
- The role of coaching supervision + Supervision practice
- Coaching and Mentoring Feedback and Self-Evaluation
- Producing a development plan
- Assignment overview and next steps

All days include significant time for practice, so do come prepared to coach and be coached.

William McKee

Starting out as a civil engineer responsible for large infrastructure projects, William became fascinated with the people side of business. Now a qualified business psychologist, and executive coach, he aims to bring a refreshingly practical approach to culture, people development, and organisational performance. Over the last 12 years, he has worked with leaders and managers in a huge variety of organisations, from global brand names to startups, local and national government, and the third sector, as well as spending time working in the Middle East. As a result, he can relate to a wide range of people and organisational contexts.

As a coach and coach trainer:

- Pg Cert in Executive Coaching – Henley Business School
- Member of the International Coaching Federation (ICF) and holds their Associate Certified Coach (ACC) credential
- Lecturer with Henley Business School, teaching on their Professional Certificate in Executive Coaching (PCEC) programme
- Holds a Team Coaching Certificate from the Academy of Executive Coaching (AoEC)
- Holds a certification in Nancy Kline's 'Time to Think' coaching method
- Recently interviewed for the book Coaching with Research in Mind on utilising psychometrics with coaching, as he aims to strike a balance between practical 'rules of thumb' and the latest evidence-based research.

