

The Advanced Management Accelerator Programme



In association with

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Duration

Five teaching days

Validating Body

University of East London **OR** CMI

Overview

This comprehensive course is designed to give leaders the tools to effectively implement and manage change within the organisation, behaviourally and structurally.

Starting with the individual opportunities for role modelling change, the programme will then build out to teams, before finally considering the broader organisation and the alignment with vision and values. Throughout, you will be equipped with enhanced, cutting-edge management techniques and insights. You will also be introduced to the role coaching and mentoring play in supporting change individually and organisationally. Through these mechanisms we aim to improve your ability to build a participative and collaborative approach to change and reduce resistance to it.

This highly reflective programme will provide you with enhanced decision-making skills which will enable you to critically analyse, implement and measure strategy. This will also provide the opportunity to effectively implement change whilst simultaneously improving engagement, performance, confidence, and wellbeing of individuals.

Additionally, the programme gives learners the opportunity to take their studies to the next level by offering two qualification routes allowing learners to choose which qualification route is right for them:

- The Postgraduate Certificate in Management and Leadership, which is validated by the University of East London.
- CMI Level 7 Certificate in Strategic Management and Leadership which is awarded by the Chartered Management Institute.

Who is this course for

This programme has been designed to help those in middle management positions to C-level.

Benefits

This course is for you if you want to...

- Effectively manage change in yourself as a leader, so that you are able to lead change within the wider organisation
- Develop methods to effectively lead change programmes so that effectively take steps towards the vision
- Develop and implement aligned strategy whilst improving the engagement, performance, confidence and wellbeing of individuals.

Learning Outcomes

On completion of this programme, delegates will:

- Gain a deep understanding and psychologically focused analysis of your own management identity and style
- Demonstrate improved management impact by enhancing self-awareness, and the ability to self-manage
- Have developed strategies and visions, which will help an organisation realise its aspirations, goals and overall targets
- Have the ability to use intelligence to inform strategic processes and decision making in your own professional context
- Be able to utilise the skills of the professional executive coach, for application within the management environment
- Generate commitment from all employees to increase strength of support for the ongoing success of the organisation
- Be able to implement and manage change programmes with improved engagement, motivation and capability from colleagues

Chartership (CMI Chartered Manager)



Those learners that successfully complete and are awarded the Level 7 Certificate in Strategic Management & Leadership are eligible for 'Fast Track' to Chartered Manager status. This route builds on the completion of your eligible CMI qualification and provides a fast-track assessment process taking into account your prior learning with CMI. (Note - There is a separate cost for this and the application and payment are made directly to CMI) - For further information visit - **CMI Chartered Manager**.

Gaining Chartered Manager status involves completing a holistic assessment that is underpinned by the **CMI Professional Standard** for Management and Leadership. It provides you with a fantastic opportunity to reflect on your recent workplace achievements and how you effectively apply your management and leadership skills.

Qualification

There are two qualification routes for this programme, learners can choose which qualification route is right for them. Learners can only complete one of the below options:

1. The Postgraduate Certificate in Management and Leadership

Following completion of the Advanced Management Accelerator Programme, learners can opt to continue their studies with a Postgraduate Certificate in Management and Leadership, validated by the University of East London. This is a level 7 postgraduate qualification which sits between an undergraduate degree and a masters.

- Highly flexible programme to work around individuals, with three entry points throughout the year (September, January and May)
- Qualification can be achieved within 9 months of starting the PG Cert journey
- Modules include: Leading and Managing Projects and Programmes and Leading and Managing Organisational Change
- Dedicated one-to-one support from our team of highly experienced assessors, plus additional support from the Quality Assurance Team here at In Professional Development
- Focus on work-based learning Assessments can all be applied to the business situation/workplace, giving both the student and the wider organisation a chance to learn and adapt business practice
- Achieving a PG Cert allows individuals to list the qualification as part of their credentials
- Invitation to attend the University of East London graduation ceremony

[Click here](#) to find out more about the Postgraduate Certificate in Management and Leadership

2. The CMI Level 7 Certificate in Strategic Management and Leadership

The CMI Level 7 Certificate in Strategic Management and Leadership is designed for Directors and Senior Managers who have the authority and personal inspiration to translate organisational strategy into effective performance.

This qualification requires senior and aspiring senior leaders to build on their skills in strategic management and leadership and to focus on the requirements of inter-organisational strategy. You will be required to take the theory, thought leadership and research discussed on the course, and implement it in your professional life by focusing on your own leadership development, and positively challenging organisational strategy.

Delegates will be required to complete two 3500 - 4000 word written assignments that require taught theory to be applied to the organisational context:

- Unit 705: Leading Strategic Change
- Unit 714: Personal and Professional Development for Strategic Leaders

Support

As part of your course fee, you are given free and unlimited access to post-classroom tutorials. These are organised monthly and run by CMI qualified tutors to help guide learners through the assignment writing phase.

Agenda

Session 1: Understand Yourself as a Strategic Leader

Key themes include:

- Authentic Leadership Theory
- Building Critical Evaluation of Own Leadership Practices
- Defining Leadership
- The drivers of human behaviour and the system of behavioural change
- Leadership Mindset

Session 2: Organisational Alignment and Conflict Management

Key themes include:

- Organisational Values and Culture
- Conflict Management
- Emotional Intelligence in Building Effective, Resilient Organisations
- Situational Leadership
- Collaborative approaches to change and decision making

Session 3: Leading High-Performing Teams

Key themes include:

- Dysfunctional Teams
- Coaching and Mentoring
- Effective Management Techniques; FLOW
- Improvement Culture and the Learning Organisation

Session 4: Vision and Strategy

Key themes include:

- Developing Vision and Strategy
- Strategic Approaches
- Performance Indicators
- Strategy Implementation and Decision Making

Session 5: Implementation, Change and Resilience

Key themes include:

- Psychology and Project Management of Change
- Organisational Resilience in the Face of Change
- Stakeholder Engagement
- Measures of Success

Agenda

Next Steps:

CMI Level 7 Strategic Approaches to Equality Diversity and Inclusion
CMI Level 7 Strategic Decision Making for Leaders
CMI Level 7 Leading Hybrid Teams
CMI Level 7 Strategic Wellbeing and Resilience
CMI Level 7 Recruitment and Retention Strategy for Leaders
CMI Level 7 Coaching and Mentoring Programme

Tutors

James Willerton

With over 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. With 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 1000 candidates for his own and his client's businesses. Combined with coaching, this has given him an advanced experience of dealing with the human psych 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.

James Fowler

James lectures in management and strategy at the University of Essex. He was previously an associate Lecturer at the University of York and a regular Officer in the Armed Forces. He has completed a PGCE in Further Education and an MSc in Educational Practice and Innovation. His published work covers the finance, governance and leadership of organisations in a historical context.

James has advised on the design and delivery of promotion courses for the Royal Engineers and for some foreign Armed Forces. He also had significant engagement with language teaching in the UK and the Middle East, serving as head of the language wing at the Defence College of Intelligence and Security.

Tutors

Victoria Smith-Collins

Dr Victoria Smith-Collins, Managing Director of Smith-Collins International, is one of our most experienced trainer-facilitators and coaches.

Victoria has over 20 years of academic and corporate experience that spans international markets. She has trained/supervised academic programmes up to MBA level (including delivering lectures, tutorials and dissertation supervision). Victoria has also worked extensively with the Chartered Management Institute, delivering programmes, examining and verifying assessment work.

Victoria specialises in leadership/management development, with a focus on strategic leadership, consumer psychology (the subject of her Ph.D), organisational development and change management. She has worked internationally for 13 years, where she has worked for an international training institute and has headed the Learning and Development function at one of the Middle East's largest regional banks.

Whilst at the training institute, Victoria grew and developed a number of professional UK based programmes (including those from CMI and CIM). She logged over 1500 hours of training/facilitation, training professionals from the financial services sector and other public and private sector organisations. Before moving to the bank, Victoria took on a senior business development role which primarily involved consulting with key clients (cross-sectors) and partnering with them to understand their development needs and tailor programmes to fulfil those needs.

Whilst at the bank, Victoria also took the role of HR business partner which involved working closely with departments on strategic change management projects. The role involved many hours of coaching at multiple levels, from junior up to senior executives. Trained as a coach through the Institute of Leadership and Management (ILM, UK), Victoria has over 1500 hours of international coaching experience that crosses industries. Executive coaching is indeed one of her passions and her track-record of results is outstanding.

Pierson Stratford

Pierson has 15 years' experience as a consultant and facilitator, specialising in leadership, management, and coaching. Experienced in the design and delivery of people development, Pierson uses coaching psychology to engage with leaders at all levels, supporting them to; be, have and do more.

Highly experienced in talent development, from managing large Graduate programmes to developing Directors and Senior Leaders for global brands at an international level. Pierson adds value by making learning 'sticky', turning new knowledge into practical skills.

Tutors

Alex Firmin

Alex is a qualified occupational psychologist and specialises in leadership development. He is also a highly experienced educational consultant and executive coach. Alex is the Associate Director for Programmes at In Professional Development, and routinely teaches on MBA programmes for York, Chester, and Robert Gordon Universities.

For 12 years, Alex was an army officer (Major) and undertook several tours of Afghanistan. He supported the development and delivery of the Army's Global Security, Leadership and Strategy programme at Sandhurst. Alex's hard work led to him successfully establishing the first Afghan officer training academy, in Kabul.

Alex has over 20 years' experience of designing and delivering strategic training programmes as well as being a business consultant and manager. Making him an accomplished Leadership Consultant with cross-cultural experience and the ability to succeed in the most challenging environments. He has become well respected for delivering high impact, strategic Leadership and Management training for large scale commercial corporations. He uses proven techniques combined with innovation to provide creative and successful solutions for businesses.

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 and performance. Over the last 10 years, he has worked with leaders and managers in organisations like British Airways, the Met Office, Bombardier, the NHS and multiple local authorities. He also spent time supporting SMEs and start-ups as well as working in the Middle East with one of the world's largest food producers. As a result, he can relate to a wide range of people and organisational contexts.

Credentials:

- Member of the International Coaching Federation (ICF) and holds the Associate Certified Coach (ACC) credential
- Lecturer with Henley Business School, teaching on its Professional Certificate in Executive Coaching (PCEC) programme
- Holds a Team Coaching Certificate from the Academy of Executive Coaching (AoEC)
- Holds a foundation certificate 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.

Tutors

Stuart Chambers

Stuart has enjoyed a 25-year career in coaching, management and leadership. Stuart's passion for coaching and personal development emerged through a successful career in the health and fitness industry. Beginning as a health & fitness coach, Stuart worked through all levels, including senior leadership roles with various organisations, from small independent businesses to multi-site operators.

As well as an experienced management and leadership professional Stuart is also qualified in Positive Psychology and Wellbeing Strategy and is an NLP Master Practitioner. For the last 10 years of his career, Stuart has worked as a coach and L&D consultant for a diverse range of clients in public and private sectors. He has extensive experience creating and delivering development programmes, workshops and coaching courses for people at all levels.

Stuart is also a sports mental training coach and has worked with athletes on their cognitive skills achieving success at all levels, from juniors to world championship and international-level competitors.

David Smith-Collins

David is an inspirational Executive Coach and Leadership Mentor with two decades of experience in people development. He is a Law Graduate (LLB), a Chartered Fellow of the CIPD and he holds an MA in Coaching and Mentoring, a post graduate diploma in Criminology and an MA in Organisational Management and Economics.

David has worked with colleagues at all levels in organisations in sectors including petrochemicals, telecoms, IT, banking and finance, construction, aviation, higher education, ministry, transportation, security, military and customer service. He has a motivational and supportive coaching style.

With more than 30 years in policing, his career has involved strategic planning, performance delivery, security management, risk management and disaster recovery. He is an accomplished strategist. David has extensive experience of operating at a strategic level in public, private and third sector organisations, both in the UK and internationally, bringing a broad spectrum of knowledge, awareness and expertise across a wide range of subjects and disciplines.

