

Leadership and Management Course

- CMI Level 5



CMI Awards

FINALIST

Outstanding Training
Provider of the Year 2022



Leadership and Management Course

- CMI Level 5

Duration

Three teaching days

Validating Body

CMI

Overview

The Leadership and Management Course - CMI Level 5 presents participants with the tools and techniques to reflect on and develop their own management style. Through key leadership models, theories and case studies, participants will be encouraged to develop their own leadership approach and consider how this fits with the vision, mission and values within their organisation.

People are the most important part of any organisation and form the foundation for success. Building on team-based approaches to working and using factors that support high performance in teams, participants will consider how they can get the best out of their colleagues, understand the role of their team in the wider organisational context and how they can develop a culture of delivering results. In doing so, the sessions will focus on practical skills; leading difficult conversations, the power of listening and value of performance-oriented conversations and feedback. Crucially, participants will also consider how to solve problems and lead teams through change.

Through this engaging course, participants will develop the key behaviours, attributes and skills of successful leaders and build their own levels of confidence in these areas. They will reflect on their levels of impact, and develop strategies to work with people including influencing, dealing with difficult people and fostering a culture of positive performance in their areas of responsibility.

Who is this course for

This course is ideal for anyone in a management position who works with teams of people or stakeholders.

Benefits

This course is for you if you want to:

- Think and act strategically
- Make informed, evidence-based decisions
- Learn how to motivate staff
- Create and maintain a high-performance culture
- Understand organisational strategic direction and planning

Learning Outcomes

On completion of this course, delegates will:

- Have the ability to think and act strategically
- Have the ability to make informed, evidence-based decisions
- Gain an understanding of how to motivate staff who create and maintain a high-performance culture
- Have greater self-awareness and responsibility for self-development
- Develop an understanding of inter-organisational strategic direction and planning

Qualification

CMI Level 5 Certificate in Management and Leadership

Following completion of the **Leadership and Management Course**, learners can opt to continue their studies by completing a **CMI Level 5 Certificate 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 two 3,500-4,000 word written assignments. Units to be completed include:

- 501: Principles of Management and Leadership in an Organisation
- 502: Principles of Developing, Managing and Leading Individuals and Teams to Achieve Success

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.
- Accredited management and leadership qualification and certificate on completion.

For organisations:

- Deliver aims and objectives in line with wider organisational strategy.
- Gives a fully comprehensive bank of the skills and knowledge required to be a manager as part of an organisation.
- Allows individuals to focus on the areas that are most appropriate for their role and organisation.

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.

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 its 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

Session One: Self as Leader

Key themes include:

- Understanding Management versus Leadership
- Building Leadership Behaviours
- Self-Awareness and Emotional Intelligence

Session Two: Working with Others and Effective Teams

Key themes include:

- Leading People and The Significance of Personality
- Developing Teams
- Handling Difficult Conversations
- Influencing Positive Performance and Motivation

Agenda

Session Three: Your Organisation

Key themes include:

- Organisational Culture
- Improvement Planning
- Analysing Drivers for Change
- Leading and Managing Change

Tutors

Liam Moran

Liam is a highly experienced and versatile Learning and Development consultant, trainer and coach. He brings over 25 years multi-industry expertise, both as a leader and manager himself and subsequently as a developer and deliverer of effective blended learning programs for all levels, including C-suite. Liam brings credibility and gravitas to the learning process, building excellent rapport and productive relationships. He is also an experienced interim manager and speaker at conferences and seminars.

Justin Collinge

Justin runs an award-winning training consultancy based in South Devon. He's had a varied journey up to now, having been a school teacher (12 yrs), full-time pastor of a church (10 yrs), Crew Commander in the fire brigade (15 yrs) & business leader (15 yrs). He is the author of two books & has started 4 businesses, with the last one bought just recently by EY. His consultancy is focused on Leadership Development & Culture change. He's partnered with businesses across several sectors, including media (e.g. Sky, The Discovery Channel), hospitality & entertainment (e.g. Wagamama, Merlin Entertainments), retail (e.g. The White Company, Harrods), & energy (e.g. nPower, EDF Energy).

Tutors

Charlie Lambert

Charlie brings over 35 years of military leadership experience; first as a practitioner in combat operations, followed by specialisations in leadership assessment, individual and team training and development, and its practical application at Board level delivering change programmes. A former President of the Army Officer Selection Board (AOSB), and College Commander at the Royal Military Academy Sandhurst, he delivered a root and branch review of the AOSB process making recommendations for timely evolution, which are currently being implemented.

He has led troops on operations in the Middle East, Northern Ireland, the Balkans and Afghanistan. In addition, he has delivered change programmes streamlining MoD business. At Board level, he has experience as a team member and Chair, working with international military, civilian authorities and commercial organisations delivering national policy, individual and organisational training solutions, change and community projects.

Most recently he has set up his own small farming business, and an associated team project promoting environmental land management.

Darya Belsner

Darya has over 12 years corporate senior leadership experience working in HR Tech industry supporting a variety of clients such as KMPG, Michael Page, Brunel and Bupa. She currently holds a Senior Director role in Operations working across EMEA, North America and APAC regions.

Throughout her career Darya has always been on the forefront of driving positive change and improving efficiency. She is known for her commercial diligence, operational insight and strong business acumen, effective cross-functional partnerships, strong project management skills, and clear communication are the pillars of Darya's career success. This experience coupled with her unique approach to coaching now helps her clients unlock their potential, leverage their strengths, build better relationships and get long lasting results.

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.

Tutors

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 stick, while turning new knowledge into practical skills.

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.

