

# ILM Level 7 Award in Leadership & Management

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This course is designed to enable existing and aspiring senior managers to build on their current managerial and leadership skills to make organisational and personal impacts by focusing on the implementation of organisational strategy. Through engagement with high level practice, critical thinking and enhanced self-awareness, underpinned by practical and applied research and the application of theoretical frameworks, you will focus on developing in the areas of leadership and management specific to your own work context and of particular interest and relevance.

The role of leading and managing people is increasingly important within modern organisations. It is rare that a manager will not be exposed to leadership situations and as an organisation we need to continually develop managers into leaders of people and teams. This is a big challenge for any organisation. In most organisations this crucial role often falls to the individual manager, who will have been promoted because of past achievements – sometimes not as a manager. It would be easy for most of us to lead and manage 6 people like ourselves; in reality people lead a variety of people with different experiences, beliefs, attitudes and ambitions – this is the challenge and excitement of leadership and management today. People have to give direction, coach, mentor, facilitate and control their teams and individuals. Many blue-chip mergers have failed because they could not create and develop the right leadership style and ethos, yet it is rare that a manager receives any formal training before taking on these roles. Most managers are offered training after they have realised they are in difficulty, this affects their confidence, which can lead to a team's lack of direction and motivation – ultimately this will prove costly to the organisation. The programme is about equipping and developing managers and turning managers into leaders so that they can thrive in the future challenges of leadership.

## Level 7 Award in Leadership and Management

### Programme benefits

At the end of the programme you will be able to:

- Identify and develop areas of leadership and management specific to own work context and of particular interest and relevance
  - Provide high level organisational and personal impact through engagement with practice and reflection
  - Enhance self-awareness as a tool to develop self and others as a leader
  - Embed your leadership and management development in real work
  - Develop skills so that you can pass on your knowledge to individuals who report to you, or the teams you work in
  - Develop confidence in your ability as a manager in your organisation and identify an action plan which you will use at work
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### 3 Interlocked Modules

The modules are designed to progress the learner through understanding the context of senior leadership and management and enable them to design a specific investigation and implementation plan of relevance to leadership and management. The final module enables the implementation and evaluation of the results of the investigation.

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### Each module provides

- Valuable insight into high level strategic leadership and management
  - Specific content to the achievement of the Award
  - Relevant and useful material and resources
  - Augmented learning opportunities which are peer-, individual and tutor-based
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## Study methodology

A range of effective learning methods are used in this programme to allow for a more holistic approach to learning and development and organisational and personal impact. While there are three face-to-face tutor-led sessions, the learning gained through these sessions is augmented by additional learning techniques. Learners will undertake an individual investigation, most likely into their own organisations, which is fully-supported by the programme tutor. They will also learn through Action Learning Sets which provide an effective peer-to-peer learning and professional network with other delegates on the course. Tutor support is also available during the course via telephone contact. The purpose of telephone support is to offer guidance throughout the programme on the formulation and feedback of the final project plan.

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## How does it differ from other programmes?

- It is a highly practical programme for both your development as a leader and manager and to address the key strategic issues of the organisation
  - The supporting resources are for you to continue to use in your organisation beyond the programme
  - Learn to use networks and harness the power of social learning
  - Develop knowledge and skills to support your future career aspirations
  - Harness a range of learning methodology to maximise the opportunity for impact
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## What do I get from the Development Programme?

- 6 workshops delivered bi-monthly, covering the core programme elements
  - Specific toolkits and other learning resources
  - ILM Membership
  - The opportunity to work and learn from delegates from other organisations
  - 360 Appraisal process to support your knowledge and development
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## **What do I need to do to gain the Level 7 Award in Leadership and Management qualifications?**

The Award is based on 1 module – *Developing strategic leadership and management capability*. Assessment is normally via practical work-based assignments provided by your Approved Centre. This ensures you minimise time away from work and that you undertake work study which is relevant to your own organisation's context.

Blue Edge prides itself on the relationship it builds with individuals via email, telephone and mentoring support throughout the programme. The knowledge gained during the workshops plus self-reflection will enable you to complete the assignments.

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### **About the ILM (Institute of Leadership & Management)**

The ILM is a premier body with experience in the field of leadership and management, coaching and mentoring, recognised in the UK and internationally. We offer nationally recognised qualifications in leadership and management, volunteer management, coaching and mentoring and can build a programme that meets your training needs and gain accreditation for delegates. The ILM Level 5 in Leadership and Management gives practicing managers the widest choice for their formal development in this role. The qualification does this by developing a range of management skills and assisting participants in gaining the knowledge required at this level.

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## About Blue Edge Training

We are a training and consultancy business established for over 17 years, with a team of skilled consultants who have real depth of experience in the public, private and third sectors. Our consultants and trainers specialise in the areas of: leadership and management development; governance; strategy and organisational change; communication; volunteer management; senior mentoring and coaching. As we believe that people are an organisation's biggest asset and we are passionate about developing organisations through their people we ensure that our interventions, whether short-term consultancy or longer-term training programmes, are engaging, cost-effective and inspiring.

Working with a wide range of large and small organisations in the public, private and third sectors, we are adept at bringing the best elements from each sector to inform our learning interventions. Organisations we work with include Shelter, Breast Cancer Care, 38 Degrees, Reprieve, Action for Children, Catch-22, King's College London Students' Union, The University of Kent, The Hospital Club, Stanton Williams, The NHS, The Hepworth Wakefield, Foundling Museum and the Whitechapel Gallery.

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