

Awarding body: ILM

### **Aimed at:**

This course has been specifically designed to give practising or potential functional or operational managers, business owners, effective leadership skills that achieve a balance between developing key personnel, whilst defining and implementing change to ensure business survival and future growth. It's about understanding your organisation and people, building collaborative relationships, developing subtler methods of motivation and leading by example.

### **Course description & subjects covered:**

This programme will assist in raising personal self-awareness, innovate and implement change, evaluate personal leadership style and increasing leadership capability by positively engaging people, demonstrating trust and learning to let go. This will result in your managers effectively driving improvements through leading change in identified areas and increasing levels of performance and engagement.

IDEAL Leadership provides an intensive introduction to the world of leading business improvements and winning the hearts and minds of key stakeholders. The programme is highly practical - the return on investment starts immediately the delegate re-enters their working environment. Two key features of the programme are the opportunity each delegate has to work with a personal coach to maximise personal effectiveness back in the workplace, and the implementation of a change/improvement project that can make a significant difference for the organisation.

*Delegates will be required to complete the ILM Level 5 Award in Leadership and Management. They will have the option of selecting two ILM units relevant to their development needs and will submit two formal assignments. These will be identified prior to the start of the programme.*

[Click here to view the overview of modules](#)

### **Making a Difference Change/Improvement Project**

Making a Difference is an integral part of Palladium Leadership and Management programmes. Delegates are challenged to make a difference through individual innovative change or continuous improvement projects, and provide feedback to their peer and management group. Previous projects have focused on reducing supplier costs, improving productivity or output, improving business system or process efficiency, increasing sales revenue, improving customer care and reducing operating costs. These projects also provide a real work environment for delegates to implement the tools and techniques, embed their learning, and demonstrate their competence and confidence in leading change.

### **Assessment:**

The programme is delivered through online seminars, one-to-one coaching, action plans and work-based activities, and the implementation of a Making a Difference change/improvement project. To achieve the ILM Level 5 Award in Leadership and Management, which is incorporated into this programme, you will also be required to submit two assignments.

### **Entry requirements:**

There are no formal entry requirements. A pre-programme one-to-one is required to establish both a willingness to participate and personal development needs.

### **Cost:**

Fully funded through PLA funding\*

*\*Eligibility criteria applies - Please contact us for further information*

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