

The Results Driven Group

ILM Level 3, 5 & 7 Coaching Qualifications

Open Residential Courses in The Lake District
or Tutor-Led Online



Nationally recognised qualifications for Team Leaders through to Senior Leaders and Managers in the private, public and third sectors

Level 3 Award and Certificate in Effective Coaching

Who are these qualifications for?

These qualifications are for those at all levels who want to develop their coaching knowledge, skills and understanding in order to enhance their ability and confidence in coaching. The qualifications are ideal for both new and existing coaches.



Benefits for individuals

- Know what it takes to be an effective coach
- Understand how coaching works
- Learn a recognised coaching model, and the tools and techniques to support it
- Put your new skills into practice and carry out supervised coaching sessions
- Analyse coaching performance in order to improve own ability

Benefits for employers and educators

- Implement coaching to improve organisational performance
- Ensure the individuals developed as coaches are equipped with the skills, knowledge and understanding they require
- Develop a coaching culture in your organisation by developing highly effective coaches

There are three mandatory units in each qualification:

- **Understanding Good Practice in Coaching within an Organisational Context** covers the role of coaching, basic coaching processes and the abilities and qualities individuals need to be a good coach
- **Reflecting on Coaching Skills within an Organisational Context** will give learners tools to analyse and improve their own performance as a coach
- **Undertaking Coaching within an Organisational Context** requires learners to plan and carry out at least 6 hours of coaching, with supervision and support



At Certificate level, the final unit is replaced by **Undertaking an extended period of coaching in the workplace**, which requires at least **12 hours** of coaching for a deeper level of skill and experience.

Both these programmes are supported by coaching supervision.

Level 5 Certificate and Diploma in Effective Coaching and Mentoring

Who are these qualifications for?

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

Benefits for individuals

- Be able to assess your own skills, knowledge and behaviours as a coach and mentor
- Plan, deliver and review your coaching and mentoring
- Know how to manage the coaching or mentoring process within an organisational context
- Deepen your understanding of how the organisational context can affect coaching or mentoring
- Plan, deliver and review your coaching and mentoring
- Plan your future development in coaching or mentoring

Benefits for employers and educators

- Plan, deliver and review your coaching and mentoring
- Ensure the individuals you develop as effective coaches and mentors are equipped with the skills, knowledge and understanding required
- Plan, deliver and review your coaching and mentoring
- Develop a coaching and mentoring culture so that individuals can improve their performance and organisational productivity



There are three mandatory units in each qualification.

- **Understanding the Skills, Principles and Practice of Effective Coaching and Mentoring within an Organisational Context** aims to enable learners to understand the role and contribution of coaching and mentoring, and build a business case
- **Reviewing Own Ability as a Coach or Mentor within an Organisational Context** aims to give learners the ability to critically review their own personal qualities, skills and competence

- For the Certificate, the third unit requires learners to demonstrate their ability to plan, deliver and review at least **18 hours** of coaching and mentoring in the workplace
- For the Diploma, the final unit is an extended **54 hours** of coaching and mentoring, with multiple clients, and there is an added focus on using supervision and reflective review to develop individual practice

Both these programmes are supported by coaching supervision.

Level 7 Certificate and Diploma for Executive and Senior Level Coaches and Mentors

Who are these qualifications for?

These qualifications are for senior managers or Human Resources (HR)/Organisation Development (OD) professionals who wish to develop their expertise and credibility in the fields of Executive and Senior level coaching and mentoring, or to establish coaching at an organisational level. They are also ideal for professional coaches and mentors seeking to enhance and accredit their experience with a nationally recognised qualification.

Benefits for individuals

- Understand the strategic purposes of coaching and mentoring at an executive or senior level
- Analyse the knowledge, skills, behaviours and practices necessary for effective coaching or mentoring at an executive or senior level
- Plan, deliver and review own effective coaching or mentoring at an executive or senior level
- Learn why reflective learning is important for own professional practice
- Be able to plan own future professional development activities as a coach or mentor operating at an executive or senior level

Benefits for employers and educators

- Implement coaching in complex working environments or at an executive or senior level in your organisation
- Ensure your organisation's coaches and mentors are properly equipped with the skills, knowledge and understanding they need
- Create a coaching and mentoring culture in which senior managers and leaders demonstrate their commitment to supporting their own and others' development and performance improvement

There are three mandatory units in each qualification.

- **Understanding the Principles and Practice of Effective Coaching and Mentoring at an Executive or Senior Level** aims to enable learners to critically review the role and contribution of coaching and mentoring at a senior level
- **Reflecting on Your Ability to Perform Effectively as a Coach or Mentor at an Executive or Senior Level** will give learners the tools and techniques to review and improve their own practise, and understand how the client's organisational culture and structure affects the coaching and mentoring relationship
- For the Certificate, the third unit requires learners to demonstrate their ability to plan, deliver and review at least 20 hours of coaching and mentoring in their workplace
- For the Diploma, this unit is extended to 60 hours of coaching and mentoring, and there is an added focus on assessing their work against best practice standards and benchmarks

Both these programmes are supported by coaching supervision.



Programme delivery

These programmes are delivered by a team of our coaching experts. Louise Gozzard heads up the team consisting of Chris Goodwin, Dave Reynolds and Mandy Johnson. All the team are qualified executive coaches and coach supervisors and deliver the programme across the UK.

Programme dates and times

Dates and times for all our courses can be found on our website or by contacting us (please see below).

Next steps

Please contact us about dates, enrolments or other queries using any of the following methods:

Call us on 0845 094 0587

Email us on info@resultsdrivengroup.co.uk

Complete an enrolment or enquiry form online

Check out our website: www.resultsdrivengroup.co.uk

Open residential courses in the Lake District with Results Driven Group

What makes the results driven experience different from any other residential course?

Firstly we will start with the location...

The northern Lake District around Keswick and Derwent Water is arguably one of the most beautiful areas in the UK. It does not matter which time of year you are there, the panorama is always changing and the views are always stunning.



Secondly we use nature as a metaphor for learning...

We believe that you think and work differently according to the environment you are exposed to and work in. We use all of the elements of nature to enhance the learning experience and take you out each day to experience outdoor learning...😊

All of the activities we use are safe and are tailored to the capabilities of each group.

Earth – the landscape around us, the Mountains, Valleys and different vistas according to the seasons.

Air – the different forces that the wind can create and the effect on the landscape that it has is awe inspiring!!

Fire – the strength of the sun and difference it can make to a view or an experience or how you feel allows you to reflect and look at things from different perspectives.

Water – the lakes and the rain, the background vistas that you can embrace in the different seasons make this a stunning place to learn.

Client testimonial

Fantastic way to learn and improve your skills. Environment unbelievable, enthusiastic trainer and the chance to meet an interesting group of people to exchange views and theories.

Debbie Frisker



Thirdly, the delegate experience is completely different...

On any other residential course you would turn up at 09.30, do the course work and then go back to your hotel at 16.00. As part of the programme we spend time learning together, undertaking activities together, eating together and most of all having FUN. One delegate recently described this as homeliness and that he has never come across this type of experience before on a training course.

Client testimonial

A fast moving inspirational course which utilises a range of teaching methods in beautiful surroundings...

Lisa Aitken

Finally the networking aspect...

This is something you can never recreate on a closed course. When you mix up clients who come from the public, private and third sectors, who have had completely different life experiences, different perspectives of how things work and job roles, then anything can happen!! It is usually pretty special and we have seen long lasting friendships developed over the time spent with us in the Lakes.

Your accommodation and catering...

We have 2 beautiful houses in Keswick where you will have your own bedroom. We also provide breakfast and light refreshments each day. Lunch and dinner are not included in the cost but there are many options in Keswick to buy snacks or enjoy meals out.

If you would like to see the properties, then please visit; www.newlandshousekeswick.co.uk for further information

Hopefully this will give you an insight into why the results driven learning experience is different.

Regards

Chris Goodwin – MD – Results Driven Group