

# Leadership and Management programme

## What is it?

This is a nine month programme, enabling students to gain an ILM certificate in Leadership and Management at level 3. Students receive six half days of training, monthly, and nine 90 minute mentoring sessions, also monthly.

Students have telephone and email support throughout the programme.

## Who is it for?

Typically, delegates will be supervisors about to be promoted to a manager post, or managers in their first few years. (A level 5 programme is available for more senior staff.)

Client organisations may be businesses, third sector organisations, public sector organisations. In other words, any organisations in which some people manage other people.

We are also delighted to welcome self-funded individuals.

We run open programmes and inhouse programmes.

## What will I learn?

The modules covered are:

- 1 Understanding and developing relationships
- 2 Solving problems and making decisions
- 3 Understanding organising and delegating
- 4 Understanding negotiation and networking
- 5 Understanding conflict management
- 6 Briefing the work team
- 7 Communicating with people outside the work team
- 8 Developing your leadership styles.



emotional intelligence at work (eiw) is offering this programme in association with Business Development Midlands (BDM).

BDM, and this programme, are accredited by the Institute of Leadership and Management (ILM), itself a part of City and Guilds.

## Why this programme is different

While many training courses in leadership and management provide excellent training, little or no help is provided back in the workplace.

Time and again, managers have told us that the gulf between the classroom and the office is too wide.

Students need help to relate what they have learnt in the classroom to their real world experiences and issues.

Without that vital help in making the connections, all too often the training ends up as a waste of time and money.

## Why our approach is different

The BDM/eiw approach solves this problem.

Our programmes combine training and mentoring. Each programme consists of a series of one to one mentoring sessions which are interleaved with monthly training sessions.

All mentoring is provided to each student by their trainer.

We believe leadership is as much an attitude, an approach, as it is a set of behaviours—and leadership development is something that needs to be facilitated rather than trained. Facilitating is nigh on impossible in a training environment; it needs mentoring if it is to be successful.

## We engage with clients differently, too

Many training programmes are bought off the peg from a catalogue with little, or no, dialogue between the purchaser and the provider—before, during or after the training has taken place.

We don't believe this is helpful.

We will discuss the placement with the client and cover what the client's and the individual's purposes are in the individual going on this programme, and what outcomes are desired.

This information is used by the trainer/mentor to inform how he works with that individual.

Venue: The Nexus  
business centre,  
Swindon  
Open programme  
starts September 2014



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