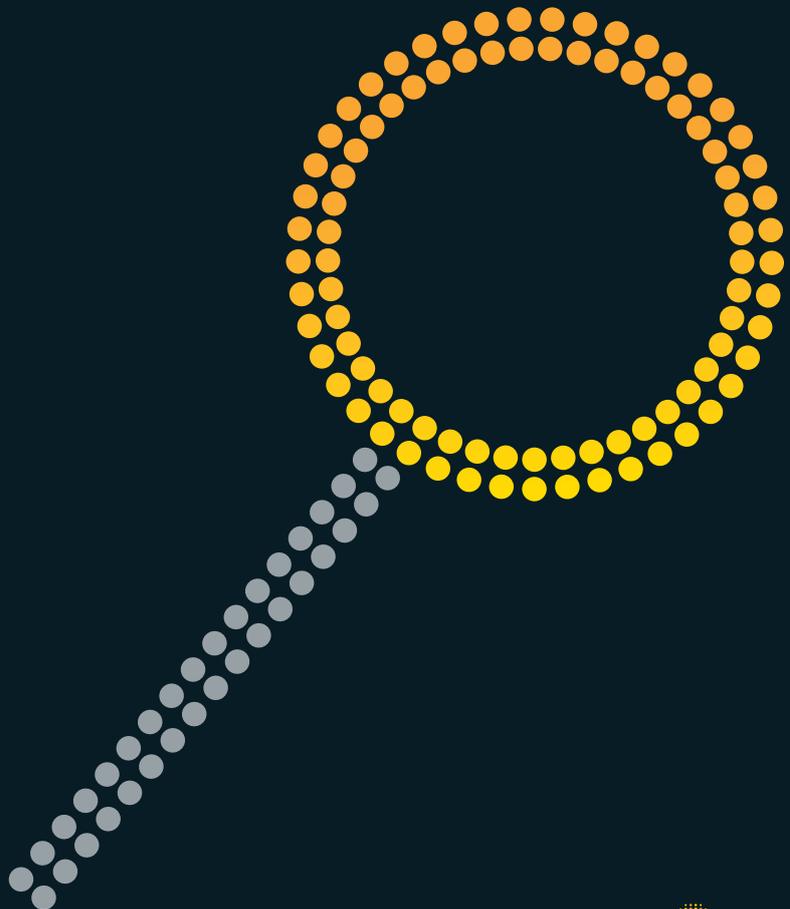

Addressing the leadership lag: How ILM can support



Introduction

In our “addressing the leadership lag” Manifesto, ILM identifies five key areas that organisations can focus on in order to improve leadership and in turn competitiveness.

With over 50 years’ expertise in leadership development, having helped over one million leaders to increase their impact, ILM offers a suite of qualifications suitable for every stage of leadership. From first timers to old hats, developing leadership skills is an ongoing education. ILM has hundreds of regulated qualification units to choose from, ranging from Levels 2 to 7, enabling organisations to create bespoke programmes that work for them.

The five areas we highlight in our manifesto, to address the leadership lag, and snapshot of our supporting qualifications are:

Leadership for competitive advantage

Many economic and organisational issues can be transformed by skilled leaders.

- **ILM Level 5 Coaching and Mentoring**

Coaching and mentoring is a central component in effective leadership. It helps the leader to understand their teams better whilst learning how to challenge and develop them effectively. Coaching is a nuanced skill, one that requires delicate handling of conversations to get the best from people – helping them to work out answers for themselves.

From an individual perspective learners benefit from reviewing their own emotional intelligence, communication and interpersonal skills, whilst assessing their competence as a coach or mentor. For the organisation, it demonstrates their commitment to creating a coaching culture – which supports their own leaders and others’ development and performance improvement.

Read more about this qualification here: <https://www.i-l-m.com/Learning-and-Development/management/coaching-and-mentoring/8580-level-5-coaching-and-mentoring>

Look longer term at leadership

Proactively identify and develop future leaders, rather than take a remedial approach to leadership.

- **L3 Management Apprenticeship**

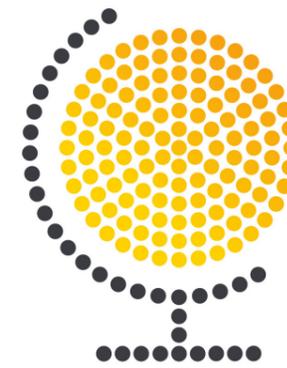
Apprenticeships are an ideal way for organisations to access the skills they need for the long term, teaching skills relevant to their business whilst nurturing careers.

From an individual perspective they learn how to lead and manage others, build relationships and communicate effectively – by learning about motivation, leadership styles, conflict management and emotional intelligence.

For the organisation, they benefit from apprentices also learning how to: be more self-aware; plan and deliver results; make effective decisions; and understand how their behaviour impacts others. This ILM qualification is our L3 Diploma in Management, which is fully aligned to the new Team Leader / Supervisor Trailblazer Apprenticeship - meaning that employers can draw down funding from the Apprenticeship Levy to cover the costs of this qualification.

Read more about ILM’s apprenticeship standards here:

<https://www.i-l-m.com/Learning-and-Development/management/management-and-leadership-generic/8621-level-3-diploma-in-management>



Adapt post-Brexit

The result of Brexit means that the business environment faces significant uncertainty and change. Organisations need to have embedded the resilience, innovation and motivation needed to tackle the risks and opportunities this presents.

- **Level 5 Leadership and Management**

Quality leaders are able to navigate turbulent economic cycles, spotting opportunities and adapting to new environments.

From an individual perspective, this qualification helps them to develop their ability to lead, motivate and inspire – providing strategic management, whilst handling day-to-day activity as well. It teaches core abilities crucial during times of change, such as how to make a financial case and manage remote workers - as well as actually creating and implementing change, including how to facilitate innovation and achieve results.

For the organisation, they benefit from confident and capable leaders that can thrive during times of change – supporting others along the way.

Read more about this qualification here: <https://www.i-l-m.com/Learning-and-Development/management/management-and-leadership-generic/8607-level-5-leadership-and-management>

Develop from the bottom up

A little training goes a long way. By having a clear focus on developing core leadership skills, such as communication and teamwork, a future-proofed business can be built.

- **Level 2 Leadership and team skills**

Developing employees from the start of their career helps them to be consistently good leaders, rather than risk them from getting it wrong when learning on the job.

For individuals they learn core leadership skills such as providing direction, working with people, communication and monitoring workloads. For organisations they benefit from workplace based assessments, to ensure that new skills have been effectively applied to the job – allowing them to monitor impact and performance.

Read more about this qualification here: <https://www.i-l-m.com/Learning-and-Development/management/team-leading/8000-level-2-leadership-and-team-skills>



Create flexible workplaces

More relaxed and flexible environments are more desired by employees, aiding engagement and productivity.

● **L3 Leadership and Management**

Helping first line managers in their roles, to drive the change they want to see. For individuals, they learn how to communicate effectively and manage relationships confidently – all crucial skills when managing flexible and remote teams.

For organisations they benefit from managers that are able to project manage effectively, with teams that aren't in one central location, whilst maintaining motivation and drive.

For more information about any of our qualifications, please contact one of our Business Development Managers via customer@i-l-m.com

Read more about this qualification here:
<https://www.i-l-m.com/~media/ILM%20Website/Sharepoint%20Documents/ Published%20Documents/Level-3-qualifications-in-leadership-and-management-ilm-q-card.pdf.ashx>

