

ILM Level 3

Certificate in Effective Coaching and Mentoring



Who is this qualification for?

This qualification is for learners who wish to gain the knowledge, skills and confidence to effectively coach or mentor people within an organisational context. It is also an ideal qualification for those who wish to commence a career in coaching or mentoring.

Benefits for individuals

- Know what it takes to be an effective coach and mentor
- Understand the role and responsibilities of effective coaches and mentors
- Learn how to manage coaching and mentoring processes using recognised models
- Put your new skills into practice by carrying out supervised coaching or mentoring sessions
- Analyse your coaching or mentoring performance in order to improve own ability

Benefits for employers

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

Progression

This qualification will provide progression opportunities to other qualifications such as:

- ILM Level 3 Certificate or Diploma in Leadership and Management
- ILM Level 5 Certificate or Diploma in Effective Coaching and Mentoring
- ILM Level 5 Certificate or Diploma in Leadership and Management

Qualification overview

Qualification title	Credit value	Total qualification time	Structure
Level 3 Certificate in Effective Coaching and Mentoring QAN: 603/3738/2	16 credits	163 hours	<ul style="list-style-type: none"> Two mandatory units 10 credits from Group 1 or 10 credits from Group 2 One hour induction A minimum of four hours tutorial support

*Refer to table below for unit details

Rules of combination

- Two mandatory units, achieving 6 credits.
- 10 credits from Group 1 or 10 credits from Group 2

Overview of units

Mandatory

Reference	Unit title	Level	CV*	GLH**
8587-300	Understanding Good Practice in Coaching within an Organisational Context	3	3	9
8587-301	Understanding Good Practice in Mentoring within an Organisational Context	3	3	9

*Credit value **Guided learning hours

Group 1

Reference	Unit title	Level	CV*	GLH**
8587-302	Undertaking an Extended Period of Coaching within an Organisational Context	3	7	14
8587-303	Reflecting on Coaching Skills within an Organisational Context	3	3	8

*Credit value **Guided learning hours

Group 2

Reference	Unit title	Level	CV*	GLH**
8587-304	Undertaking an Extended Period of Mentoring within an Organisational Context	3	7	14
8587-305	Reflecting on Mentoring Skills within an Organisational Context	3	3	8

*Credit value **Guided learning hours

Contact ILM

The ILM Customer Service Team is dedicated to providing the very best in customer care. If you need guidance on any aspect of leadership and management development, whether at an individual or organisational level, contact ILM.

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City & Guilds Limited (Registered Company 16513878) is the Awarding Organisation for ILM qualifications.

Learning resources

There is a range of materials available to support ILM qualifications through our online portal, Walled Garden, and the ILM website. Contact us to find out more.

Institute of Leadership & Management membership

All ILM learners receive a minimum of 12 months membership of the Institute of Leadership & Management, bringing access to a wealth of resources to support their leadership development.

Our ethos

Our qualifications combine innovative design with a strong focus on workplace performance. We believe this delivers well-rounded managers with a proven ability to perform to the required standards.