

ILM Level 3

Leadership and Management Development

Available routes

Award, Certificate

Who are these qualifications for?

These qualifications are designed to meet the evolving needs of learners, employers and training providers.

- For current and aspiring managers looking to develop their leadership and management knowledge and progress in their careers.
- Shorter, knowledge-focused qualifications that offer flexible learning routes and assignment-based assessment, with optional workplace application of learning.
- Suitable for learners that are not currently managing people, as well as those that are.

Progression opportunities

Successful learners can progress to a range of qualifications including:

- Level 3 Award, Certificate, Diploma, Extended Diploma in Leadership and Management Skills
- Level 4 Award, Certificate, Diploma in Leadership and Management
- Level 5 Award, Certificate, Diploma, Extended Diploma in Operational Leadership and Management Skills.



Benefits for learners

Develop knowledge and support career progression

- Choose Award or Certificate routes to fit goals.
- Modular structure to tailor learning to the role and aspirations.
- Focus on knowledge and understanding to support learners in a wide range of learning environments.
- Clear alignment with our Leadership and Management Skills qualifications supporting progression and providing opportunities for Recognition of Prior Learning (RPL).
- Clear progression pathways to level 4 and level 5 for career growth.



Benefits for employers

Develop confident managers who can apply the knowledge they gain quickly and deliver results

- Supports organisational priorities: wellbeing, sustainability and change management.
- Ability to quickly apply knowledge gained in the workplace improves performance and retention.
- Flexible programmes designed to fit around operational needs.
- Quick return on investment as managers can quickly apply the knowledge gained to their everyday work.



Benefits for providers

Expand your offer and simplify delivery

- Fast-track approval for centres already delivering legacy level 3 qualifications.
- Flexible delivery options: classroom, blended or workplace.
- Streamlined assessment approach.
- Content aligned with employer needs – wellbeing, sustainability, data-driven decisions.

Key qualification information

Qualification title	City & Guilds qual number	GLH *	Total qual time	Structure
Level 3 Award in Leadership and Management Development (610/7553/X)	8720-11	36	46	Learners must complete one mandatory unit and a minimum of two optional units
Level 3 Certificate in Leadership and Management Development (610/7554/1)	8720-21	95	121	Learners must complete one mandatory unit and a minimum of seven optional units

*Guided learning hours

Overview of units

City & Guilds unit number	Unit title	GLH *	Credit value	Mandatory/Optional
301	Developing effective leadership skills	14	2	Mandatory
302	Managing own personal and professional development	13	1	Optional
303	Supporting others and managing their performance	13	1	Optional
304	Using coaching techniques to develop others	11	1	Optional
305	Leading projects	13	2	Optional
306	Change management within an organisational context	14	2	Optional
307	Problem solving and decision making within an organisational context	15	2	Optional
308	Managing conflict	11	1	Optional
309	The organisation and its environment	12	1	Optional
310	Effective communication in an organisational context	11	1	Optional
311	Developing an effective team	11	1	Optional
312	Workplace legislation and compliance	12	1	Optional

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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Institute of Leadership membership

All ILM learners receive a minimum of 12 months membership to the Institute of Leadership, 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.

