



ilm

City & Guilds

A City & Guilds Group Collaboration

# Join the coaching and mentoring revolution

With new ILM qualifications  
and training resources

## ILM and City & Guilds

Join the coaching and mentoring revolution

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# The coaching and mentoring revolution

The world of work is changing. Research shows that developing coaching and mentoring skills at every level of an organisation is the key to unlocking potential and increasing productivity. Whether it's helping to shape the careers of talented individuals, encouraging innovative ideas and new perspectives or simply building resilience in preparation for the challenges ahead, coaching and mentoring skills can be used every day to improve performance.

That's why we're starting a revolution – enabling organisations and skilled coaches and mentors everywhere to harness the knowledge and experience of a diverse workforce.

ILM's latest coaching and mentoring qualifications and training resources are designed to democratise skills development by helping everyone from aspiring leaders to members of senior management develop the skills to have more impact in the workplace. Together they set out a clear and credible pathway to develop a coaching and mentoring culture that has real impact.

79% of managers agree coaching is helpful when adopting new tech and ways of working\*



# The impact of coaching and mentoring

Coaching and mentoring are powerful tools that can deliver considerable benefits to any organisation. A recent study by Harris Interactive, found that employers developing better coaches and mentors with ILM benefited from:

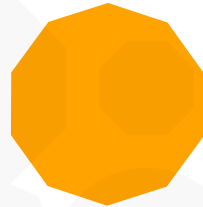
- stronger teams
- support for talented employees
- improved ability to align to the organisation's culture and ethos with employees'
- a more inclusive culture
- improved employee satisfaction scores
- improved staff retention.

84% of employees say coaching should be part of every organisation's management and development programme\*





# Why ILM?



In a growing and largely unregulated sector, ILM strives to be the gold standard for coaching and mentoring development best practice. Our unique approach combines the practical application of professional competency with the rigour of regulated qualifications – providing a coaching and mentoring skills quality mark.

By defining a robust framework of skills and knowledge, we have set out a clear and credible route to creating a coaching and mentoring culture in any organisation.

## Work with us in three ways

- Choose from a network of ILM approved training providers to deliver high quality coaching and mentoring training for your organisation.
- Use ILM Coaching Resources to offer outstanding training and distance learning.
- Deliver coaching and mentoring qualifications or have your in-house training recognised with our Assured service.

**“Working with ILM sets a very clear standard for staff. To anyone thinking about leadership, management or coaching training, I would recommend ILM, working with them brings real brand strength and standards to some very exacting training.”**

Peter Dickie, Talent Director,  
Greene King



# ILM qualifications for every career stage

Our latest coaching and mentoring qualifications have been reimagined to focus learning outcomes on the impact best practice has at work. Our practical coaching time requirements now align with industry standards and, as part of assessment, there is now more emphasis on real-life experiences and practical application.

## Team leaders and first-line managers

These qualifications develop those in leadership roles to coach or mentor the people they manage, as part of their normal working role. Learners will get a thorough grounding in the principles, practice and experience of conducting supervised sessions.

- Level 2 Award in Effective Mentoring Skills
- Level 3 Award in Effective Coaching
- Level 3 Certificate in Effective Coaching
- Level 3 Award in Effective Mentoring
- Level 3 Certificate in Effective Mentoring
- Level 3 Certificate in Effective Coaching and Mentoring



3 in 5  
employees would  
feel more valued  
if coached by their  
manager or another  
senior person\*

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### Managers with significant coaching and mentoring responsibilities

These qualifications provide an excellent foundation for a career in development or as an independent coach and mentor. Learners will carry out supervised coaching and mentoring sessions and review and plan professional development.

- Level 5 Certificate in Effective Coaching and Mentoring.
- Level 5 Diploma in Effective Coaching and Mentoring.

### Senior leaders and professional coaches

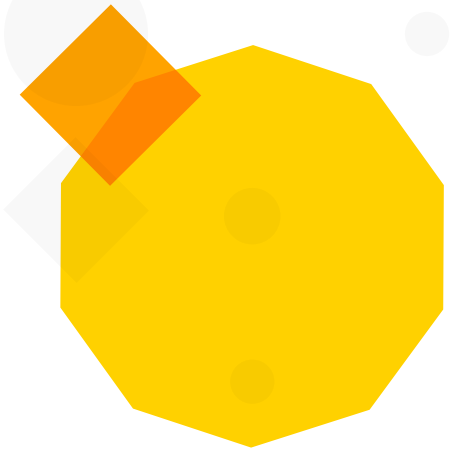
These qualifications are designed to help senior managers or HR/OD professionals develop expertise and credibility in the fields of coaching and mentoring. They are also appropriate for professional coaches and mentors who wish to enhance and accredit their experience with a nationally recognised qualification.

- Level 7 Certificate for Executive and Senior Level Coaches and Mentors.
- Level 7 Diploma for Executive and Senior Level Coaches and Mentors.
- Level 7 Certificate for Coaching Supervisors.
- Level 7 Diploma for Coaching Supervisors.

### Ongoing skills recognition and professional support

All learners who undertake our new coaching and mentoring qualifications are entitled to:

- share and celebrate skills and achievement using digital credentials
- access CPD resources and a network of peers with up to a year's free Student Membership of the Institute of Leadership & Management
- enjoy 25% off the first year's membership to the European Mentoring and Coaching Council.



# Coaching training resources

Developed by award-winning experts, our extensive range of trainer guides, editable PowerPoint presentations, pre-course reading, trainer handouts and bite-sized videos are all training resources you need to deliver our Level 3 and 5 Coaching qualifications\*\*.

**Flexible:** Training can be delivered in short modules, half day or full day sessions. Packs contain a suggested agenda and scheme of work for a three-day programme (Level 3) or a five-day programme (Level 5).

**Innovative:** Based on the award-winning OSCAR Coaching Model.

**Relevant:** The programme is designed around the unit specifications and assessment criteria of ILM Level 3 and 5 qualifications in Effective Coaching and Effective Coaching and Mentoring.

**Practical:** The material includes comprehensive learner workbooks, tutor guides and a number of exercises and practical skills rehearsals for your learners to complete individually, in small groups or as part of a large group discussion.

**Adaptable:** Add your brand to the tutor manuals and tailor the presentation content to appeal to your learners.

76% of employees agree that coaching is helpful through periods of organisational change\*





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# Speak to us

ILM is a City & Guilds Group business, bringing a wealth of expertise in professional training, qualifications, learning content, technology and assessment.

Together we set the standard for corporate learning, on-the-job development, and skills recognition around the world.

All ILM qualifications are awarded by The City and Guilds of London Institute, which was founded in 1878 and is incorporated by Royal Charter.

The City & Guilds Group is a charity. Any profits we make are reinvested to deliver our shared purpose – to help people, organisations and economies develop their skills for growth.

## Contact us

**Speak to us about your organisation joining the coaching revolution.**

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\* Statics taken from 'Cracking coaching: Five ways to make an impact at work' report, ILM 2018.

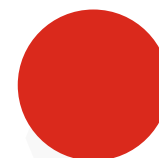
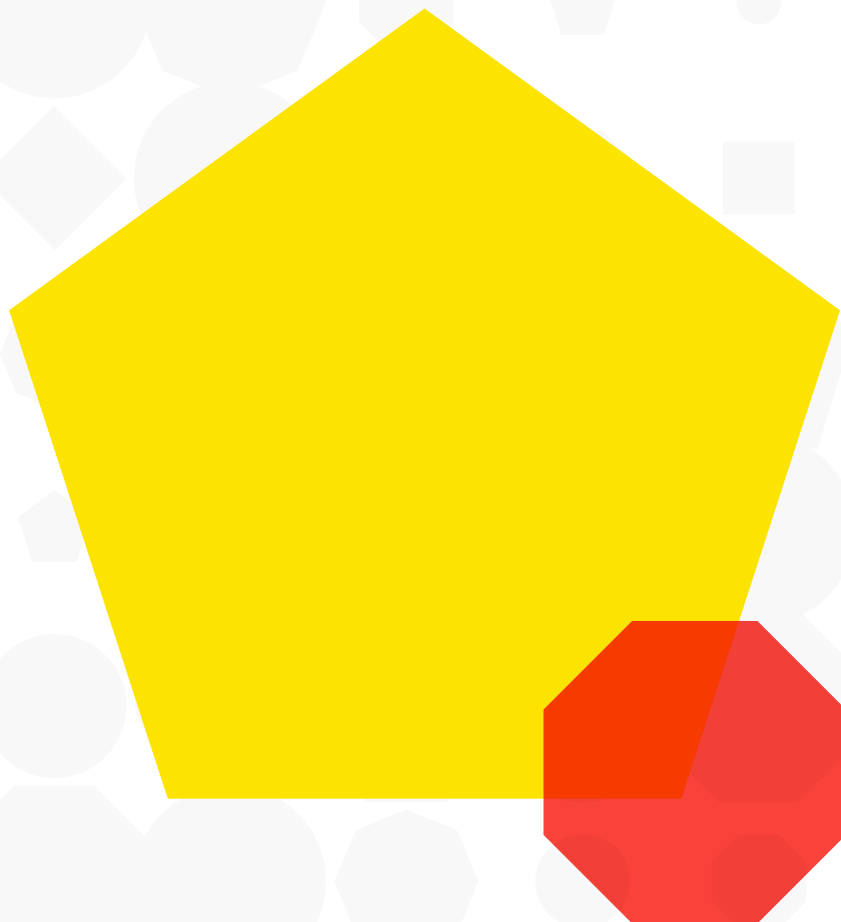
\*\* To become approved to offer ILM qualifications staff delivering programmes must be occupationally competent. For specific competency requirements please visit [i-l-m.com/skillsrevolution](http://i-l-m.com/skillsrevolution).

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