

ILM Level 7 Certificate in Executive Coaching and Mentoring

Delivered in association with



Overview

Do you:

- Want to make sure that your coaching is of a high quality, effective, and powerful?
- Need to show that you have the experience and credibility to coach senior people, in your organisation or elsewhere?
- Want to consolidate all your coaching experience, and take it to an advanced level?

Then the ILM level 7 Certificate in Executive Coaching and Mentoring could be just right for you.

The programme is designed to help you learn the skills and structures to be able to coach to a high standard, during both planned and 'in the moment' coaching sessions. Equal importance is given to the micro-skills (questions, listening, pausing...) as to how coaching sessions are structured. All our participants finish the programme with a comprehensive toolkit that allows them to:

- Hold transformational coaching sessions with senior colleagues
- Design coaching programmes that last for several sessions
- Coach informally and use coaching skills in everyday conversations

Key features

- A robust, practical approach, to help you develop high quality coaching skills, and pass the rigorous ILM assessment process
- A focus on you, the learner, to ensure that you develop the skills, and understand the methodologies for coaching at this level
- Small group training, (maximum 8 people) with inter-session support, focussing on the practical skills needed for this level of coaching
- Detailed resources and support structures to help you through the study process and complete all the assignments for the qualification

What's included:

- 6 x training days, plus tutorials between and after the training days
- Unlimited tutorial support whilst studying for the qualification
- Extensive resource bank – everything you need for your coaching and for the qualification
- Written feedback on at least 3 coaching sessions
- Marking and interim feedback on ILM assignments
- Final assessment and submission of assignments to the ILM

Who should attend?

This programme is suitable for people who have had some experience in coaching – with or without formal coach training – and who are looking to increase their skills to an advanced level. The specific criteria we use for selecting candidates for this programme are:

- That you have been coaching already, and have an understanding of the rudiments of how to coach
- That you are open to a non-directive approach to coaching (ie, no telling!)
- That you are able, or expect at some point to be able, to coach people at a senior level in organisations

(If you don't meet these criteria, ie, you are new to coaching, but are still keen to obtain a qualification, then our [ILM level 5](#) certificate in coaching and mentoring would probably be a much better option for you.)

Candidates on previous programmes have included: HR and L&D managers, freelance trainers and coaches, business owners, project managers, career changers, headteachers, voluntary sector managers, etc, etc. People come on the programme with a range of past experiences of study – some haven't written an essay for years, if ever as an adult! We support you fully to get you through the assignments.

Not sure which level ILM programme you should be doing? Give us a call on **01582 463461** to arrange a no-obligation discussion with one of the tutors.

The accreditation process

Once you've attended the programme, you need to:

- Write a 4-5000-word essay on your understanding of the role of executive coaching in an organisation
- Deliver at least 20 hours of coaching and write some reflective logs and feedback about your coaching
- Undergo an assessment of your coaching skills by the programme tutor
- Write a 1-2,000-word essay, reflecting on your skills as a coach

The tutor helps you every step of the way with this.

The open programme option

The programme runs on an open basis twice a year in London (or Surrey).

Dates and how to book

Dates for 2020 to be announced.

- Spring programme – [download booking form](#)
- Autumn programme – [download booking form](#)

Fees:

- £2,295 + VAT for individuals, statutory and voluntary sector organisations
- £2,795 + VAT for commercial organisations

In both cases, there is an additional ILM candidate registration fee of £193 (non-VATable).

The in-house option

If you have a group of six people or more who want the ILM Level 7 qualification, then you'd be better off having us run the programme for you on an in-house basis.

Interested? Just give us a call on **01582 463461**.

Programme overview

There are three principal aims for the training days:

- To provide the essential knowledge and understanding of executive coaching processes
- To give you a chance to practise and improve coaching skills at this level
- To prepare you for the assignments in order to pass this ILM qualification

Day 1 Definitions and approaches / Micro skills

- Contracting between coach and coachee
- Differentiating between mentoring, coaching, directive management
- Coaching skills self-assessment
- Key skills 1 – questioning, listening, pausing
- ILM assessment and study overview

Day 2 Long-term coaching engagements / #1 coaching process (change)

- Mapping stages of the coaching conversation
- Key skills 2 – identifying themes in coaching, creating space for reflection, summarising
- Long-term coaching engagements
- The change coaching process
- Self-reflection and continuous improvement
- Coaching supervision

Day 3 Advanced coaching skills / When the coachee is stuck...

- Key skills 3 – advanced questioning techniques
- Supporting coachees who are stuck or resistant
- Note taking in coaching
- The evidenced based approach
- Differentiating between types of coaching
- Alternative organisational strategies to coaching

Day 4 Deepening the coaching experience / #2 coaching process (depth)

- Core competencies for advanced skills coaches
- Depth in contracting – the relationship and the coaching session
- Creating trust with the coachee
- Action planning and progress for coachees
- Deep coaching process practice
- Coaching the topic v coaching the person

Day 5 Coaching style of mentoring / The evidence-based approach

- Mentoring for executive coaches
- The evidence-based approach – Transactional Analysis
- Key skills 4 – facts and feelings in coaching questions
- Exploring the organisational context for coaching
- Psychometrics and use of questionnaires in coaching

Day 6 Coaching and the organisation / Preparation for assignments

- Return on investment of coaching
- The role of judgement and neutrality in coaching
- In-depth exploration of the written assessments
- Creating a coaching culture in your organisation

Each day

- Practise micro skills and/or coaching sessions
- Consider one controversy/dilemma in the coaching world
- Time for writing part of a question on assignment 1

After day 6

Tutorials and email support to focus on:

- Continuing improvement in coaching skills
- Preparation and submission of assignments

Self-study timetable:

- Week -4 (ie, before the first training day): start pre-programme reading; organise practice coachees; self-reflection questionnaires
- Week -1: Skype or phone call with tutor to finalise preparation
- Week 1: Training days 1-2
- Weeks 2-6 (ie, after the first training day): home study; complete at least 2 coaching sessions; familiarisation with cloud resource bank and the ILM level 7 answer book
- Week 4: a one-hour group supervision call (Skype) for all participants to review their coaching experience and discuss any benefits and obstacles
- Week 7: training days 3-4
- Weeks 8-12: home study; complete at least 2 coaching sessions; start planning for the ILM assignments; continue reading and research
- Week 9: a one-hour group supervision call (Skype) for all participants to review their coaching experience and discuss any benefits and obstacles
- Week 12: training days 5-6
- Week 13 onwards: home study; 3 assignments to be completed: essay, 20 hours of coaching practice, reflection on coaching skills
- Week 16: submission of audio recording of coaching session to be assessed
- Weeks 20-24: submit first draft of assignment 1 (week 20); receive feedback and notes for improvement; submit final version (week 24)
- Weeks 26-30: finish last of 20 hours of coaching; submit forms and reflections (week 26); receive feedback and notes for improvement; submit final version (week 30)
- Weeks 32-36: submit reflective assignments, personal profile and other aspects of assignment 3 (week 32); receive feedback and notes for improvement; submit final version (week 36)

Follow this roadmap and you'll have the advanced coaching skills and the ILM qualification within 10 months!

Why Love Your Coaching?



Love Your Coaching is led by Charlie Warshawski, a coach and coach trainer with over 15 years' experience. He works with a network of associate coaches, all of whom have trained with him as ILM level 7 coaches.

But we are an ILM Centre in our own right.

So why do we partner with Love Your Coaching in the delivery of the ILM coaching qualifications?

Because:

- We think Charlie and his team do a better job with these programmes than anyone else
- They get great results – for their own clients and for ours
- They designed their ILM programmes with ICF principles in mind
- They're a great fit with our values and ethics
- They remain supportive and present for everyone all the way through to submission of the assignments
- Although the ILM doesn't explicitly call for it, they assess you on the quality of your coaching, and give you a pass mark when you have reached the standard needed to be a high quality coach
- They help to find people for you to practise your coaching with
- They are creating an alumni community of everyone who has taken an ILM programme with them, so there's a great network of coaches to support and learn from

All his team:

- Are expert coaches themselves, keeping in practice by constantly delivering coaching as part of their role – they practise what they teach
- Are experienced trainers, and practise the most up-to-date, participative and inclusive approach to training
- Have a day job, a professional qualification and great credibility in their sectors, that serves them well to keep their coaching practical and useful
- Abide by the codes of conduct and ethics of the International Coach Federation

And they get great results:

'Charlie recently supported me in obtaining my Level 7 Certificate in Executive Coaching and Mentoring through Maximum Coaching / Love Your Coaching. Charlie is a fantastic coach and trainer and was an incredible support over the last few months. I really valued his input and feedback on my own coaching and more so his coaching of me! His passion for coaching is clear and it's easy to engage with him thanks to his supportive, guiding and committed approach. I really enjoyed the time working towards my qualification and will be forever grateful to Charlie for all his support.'

HR Business Partner, Eurostar

'This programme exceeded my objectives. I now realise the impact coaching has on people. I still have coaches stop me in the corridor now – it is a constant reminder of what has been achieved and what can be achieved. One coachee obtained a promotion, and another got a new job. The assignment process challenged me, in a positive way. It has been a long time since I have written an essay! The support has been invaluable – you have always been available, and all the reviews were incredibly helpful.'

Head of Corporate Systems, Eurostar

For a no-obligation discussion about attending this programme, or about running it for your organisation on an in-house basis, just give us a call on **01582 463461.**