



Programmes

ILM Level 7 Certificate for Executive and Senior Level Coaches and Mentors

The **ILM Level 7 Certificate for Executive and Senior Level Coaches and Mentors** aims to provide learners with the required knowledge, skills and understanding to coach or mentor others at an executive or senior level.

This qualification is made up of three mandatory units, with a combined credit value of 17. They introduce the key aspects of coaching and mentoring as follows:

- ✚ Understanding the principles and practice of effective coaching and mentoring at an executive or senior level
This unit aims to provide learners with an understanding of the principles and practice required for effective coaching or mentoring at an executive or senior level
- ✚ Undertaking coaching or mentoring at an executive or senior level
This unit aims for the learner to undertake a minimum of 20 hours of effective coaching or mentoring at an executive or senior level with a minimum of 2 and maximum of 3 individuals
- ✚ Reflecting on your ability to perform effectively as a coach or mentor at an executive or senior level
This unit aims for the learner to critically review and reflect on own ability to perform effectively as a coach or mentor at an executive or senior level

Who is this qualification for?

This qualification is for senior managers or Human Resources (HR) / Organisation Development (OD) professionals who wish to develop their expertise and credibility in the fields of Executive and Senior level coaching and mentoring, or to establish coaching at an organisational level. They are also ideal for professional coaches and mentors seeking to enhance and accredit their experience with a nationally recognised qualification.

Benefits for individuals

- ✚ Understand the strategic purposes of coaching and mentoring at an executive or senior level
- ✚ Analyse the knowledge, skills, behaviours and practices necessary for effective coaching or mentoring at an executive or senior level
- ✚ Plan, deliver and review own effective coaching or mentoring at an executive or senior level
- ✚ Learn why reflective learning is important for own professional practice
- ✚ Be able to plan own future professional development activities as a coach or mentor operating at an executive or senior level

Benefits for employers

- ✚ Implement coaching in complex working environments or at an executive or senior level in your organisation
- ✚ Ensure your organisation's coaches and mentors are properly equipped with the skills, knowledge and understanding they need
- ✚ Create a coaching and mentoring culture in which senior managers and leaders demonstrate their commitment to supporting their own and others' development and performance improvement

Delivery Methods

Face to face is a series of workshops delivered in a physical location to a regular group of learners with the coach/assessor present.

Virtual delivery is a series of online real time sessions delivered to a regular group of learners with a coach/assessor present. This method of delivery is used when face to face delivery is not an option.

Distance learning is individual learning delivered by self-learning supported by a dedicated coach/assessor. This can be a mix of online real time group sessions with other distance learners and 1-2-1 sessions. This is useful where there are a small number of learners from a department wishing to undertake the qualification and cannot commit to regular workshops.

All programmes include:

- ✚ Online welcome and induction in groups
- ✚ Observation, supervision and tutorial support
- ✚ Assessment and feedback
- ✚ Email/telephone/skype support and any agreed conferencing support, e.g. teams, zoom
- ✚ Coaching and supervision with a dedicated tutor and professional coach
- ✚ Access to Eliesha contract manager and administration team for programme assistance
- ✚ Highly engaging *e-eliesha* on-line materials hosted on the Eliesha Learning Management System
- ✚ Eliesha's award winning *pearls of wisdom*® to aid learning and embed knowledge.
- ✚ Access and signposting to the ILM Learning Zone with a range of relevant additional study resources
- ✚ Friendly supportive approach

Assessment

This qualification contains both knowledge-based and skills-based units and requires a minimum of 20 hours coaching with a minimum of 2 and a maximum of 3 coachees. Assessment include written assignment, coaching portfolio of evidence and reflective review

Expected Duration: 9 months

Learner Entry Requirements

The Level 7 coaching and mentoring qualifications are designed for those learners who are coaching or mentoring clients working in a senior or complex role within their organisations and/or with responsibilities which may include (for example) significant management of resources, people, strategy or operations. The clients may also be unemployed, but have worked at this level. ILM use the terms 'executive' and 'senior' to denote the level of role/s undertaken rather than the specific job title of 'executive' or 'senior' person.

The Level 7 coach or mentor should therefore have experience themselves of this higher level, complex work environment and detailed knowledge of leadership & management, business or other relevant subject areas.

ILM recommends that learners are at least 21 years old before registering on either of these qualifications.

Initial Assessment

As this is a regulated qualification an initial assessment must be undertaken prior to commencing on the programme to identify:

- ✚ If the learner has any specific training needs
- ✚ Support and guidance they may need when working towards their qualification
- ✚ Any previous relevant experience
- ✚ The type and level of qualification is suitable

This information will be collected using enrolment and self-assessment forms which will be distributed prior to formal commencement of the programme.

Progression

These qualifications will provide progression opportunities to other qualifications including:

- ✚ ILM Level 7 Award, Certificate or Diploma in Leadership and Management

