



Training Course

ILM Level 5 Diploma in Leadership and Management

Description

Leadership in today's dynamic business environment requires more than technical expertise. Managers must navigate complexity, inspire teams, and implement strategic initiatives that align with organizational goals. This diploma focuses on developing practical leadership skills, critical thinking, and effective management techniques that empower participants to lead with confidence and influence.

Objectives

By completing this diploma, participants will:

- Understand and apply leadership and management theories in practical settings.
- Enhance strategic thinking and decision-making capabilities.
- Lead and manage teams to achieve high performance and engagement.
- Effectively manage change and innovation within the organization.
- Improve communication, motivation, and delegation skills.
- Develop problem-solving techniques to handle complex organizational challenges.
- Build a personal development plan to enhance ongoing leadership growth.

Who Should Attend?

This diploma is ideal for:

- Middle managers seeking to move into senior leadership roles.
- Experienced professionals looking to formalize their leadership skills.
- Team leaders and supervisors aiming to improve their management capabilities.
- Business owners and entrepreneurs who want to strengthen their leadership toolkit.
- Professionals involved in change management, project leadership, or organizational development.

Course Outline

Day 1: Understanding Leadership and Management Principles

- The role of leadership vs. management in modern organizations.
- Core leadership styles and their impact on team performance.
- Theories of motivation and how to inspire your team.
- Emotional intelligence in leadership.

- Self-assessment: Identifying personal leadership strengths and areas for growth.

Day 2: Strategic Planning and Decision-Making

- Fundamentals of strategic management and planning.
- Tools for effective decision-making and problem-solving.
- Risk assessment and mitigation in managerial decisions.
- Aligning team goals with organizational strategy.
- Case Study: Strategic decision-making in real-world scenarios.

Day 3: Leading and Managing Teams for High Performance

- Building cohesive, high-performing teams.
- Managing performance and setting clear expectations.
- Effective delegation and time management strategies.
- Conflict resolution and fostering collaboration within teams.
- Workshop: Creating a performance management plan.

Day 4: Driving Change and Innovation

- The role of leaders in managing organizational change.
- Overcoming resistance and fostering adaptability.
- Encouraging innovation and creative problem-solving.
- Developing a culture of continuous improvement.
- Practical Exercise: Designing a change management strategy.

Day 5: Communication, Influence, and Building Trust

- Enhancing communication skills for effective leadership.
- The art of influencing and persuading stakeholders.
- Building trust and credibility within teams and organizations.
- Managing cross-functional teams and remote teams.
- Role Play: Effective communication in challenging leadership scenarios.