

## Case Study: L5 Coaching and Mentoring Tendring District Council & NHS PCT Trust

### WORKSHOP LEARNING

Delivering a bespoke series of coaching workshops aimed at transformational change

### ILM Verification

Providing Tendring Council and NHS PCT with ILM Guidance and Administration Support

### COACHING

Managers receive a series of 1-1 coaching sessions aimed at personal development planning

### ILM ACCREDITATION

Candidates achieve an ILM Level 5 Award in Coaching



**Tendring District Council** in partnership with **NHS PCT** chose The Training Team to deliver the ILM Level 5 Coaching and Mentoring programme to 12 senior managers from the organisations.

Whilst this programme is an Institute of Leadership and Management (ILM) Accredited Course the design of the programme was bespoke, covering both strategic and practical elements. The aim of was to assist the partnership gain awareness of how to strategically implement coaching as a practice, covering both structural and cultural elements and in each organisation as well as enable the senior teams practice the specific coaching skills required in their roles as workplace coaches.

The Training Team delivered the 7 day programme, providing ILM External Verification on all Assessments.

As part of the delivery process each manager was able to practice coaching with a Training Team qualified coach. This gave them valuable insights into coaching itself but also enabled them to identify own personal development needs and to put together personal development plans.

The L5 coaching and mentoring course requires each coach to undertake 12 hours of coaching which is then assessed as part of their own individual development and also towards their ILM accreditation.

Due to the success of the Level 5 programme The Training Team were asked to deliver a Level 3 coaching programme for supervisors and managers.



## Programme Features and Benefits

### EXPERT ACCREDITATION

The Training Team is a Nationally Accredited provider of training and assessment for the Institute of Leadership and Management (ILM), delivering level 2, 3 and 5 Awards and has accredited over 2000 Managers through this programme over the last 4 years.

### PROFILING

The Training Team is an accredited provider for Margerison-McCann Team Management Systems, world class specialised profiling and assessment tools used by some of the largest organisations in the world.

### INVESTOR IN PEOPLE

The Training Team is an Investor in People organisation having achieved the award in less than 5 weeks in 2001 (the quickest in IIP history) and we have specialist IIP Advisors internally within the company who support development initiatives for our clients.



## ILM L5 Coaching

A new qualification designed for those managers with a wider responsibility for coaching and mentoring to provide practicing managers with the knowledge, skills and confidence to perform effectively as coaches or mentors as part of their normal work role.

This programme supports managers to facilitate change by nurturing talent, enabling learning and development and encouraging personal growth and career development.

The programme is delivered over 7 days and covers 3 units of study, followed by a further 12 hours practical coaching activity and a Work Based Assignment.



Aimed at Senior and Middle Managers, delivered as an open programme or to groups, covering topical subjects including:

- Understanding coaching and mentoring
- Values, ethics and coaching codes of practice
- Practical coaching skills
- Leadership coaching
- Communications for coaches
- Change Management
- Developing People
- Teams and Teaming

These provide managers with an opportunity to debate and discuss both strategic and practical matters relevant to coaching and exchange ideas, share knowledge and experiences.

During the workshops each manager gets the opportunity to practice coaching and is guided by a TTT Qualified coach. This proves invaluable for each candidate and helps them adopt best practice prior to any formal workplace coaching.

**For more information please contact us on 01268 573344 or email [info@tttuk.com](mailto:info@tttuk.com)**

### ILM Accreditation

L5 Certificate in Coaching and Mentoring in Management

