

Institute of Leadership and Management

What is The Institute of Leadership & Management?

The Institute of Leadership & Management (ILM) is the UK's largest management and leadership awarding body, by far, and a professional membership body for managers at all levels, to actively encourage continuing professional development.

This document briefly introduces the ILM and explains why you should seriously consider them when advising employers on management and leadership development.

Who should read this?

Individuals working for:

- Sector Skills Councils
- Regional Development Agencies and Devolved Administrations
- Brokers and Independent Advisors whose role involves supporting employers to develop their managers and leaders at all levels.

Who is the customer?

ILM provides qualifications and membership services for leaders and managers at all levels and in all sectors, from Team Leaders (Level 2) to Senior Executives (at Level 7), as well as offering specialist qualifications for owners of small businesses and for business advisors, coaches and mentors.

ILM qualifications are delivered through the UK's largest network of management and leadership development providers – with over 2,000 accredited centres, all areas of the UK are covered (as well as many other parts of the world).

What are the ILM offers?

ILM's qualifications are all fully unitised and credit-rated and all are expected to be accepted onto the QCF by May 2008.

ILM has made full use of the Framework to offer Awards, Certificates and Diplomas in Leadership and in Management, and combined Leadership and Management qualifications, as well as in the

specialist areas. All ILM candidates automatically become *studying members*, able to draw on many of the resources available to *professional members* to support their learning.

The flexibility afforded by the QCF means that qualifications can be tailored to meet each employer's specific needs, by drawing on the suite of units at each level.

It is also possible to add new units to meet the needs of individual employers and sectors, drawing on ILM's unrivalled expertise in the newly emerging qualifications framework.

ILM is also a credit-rating body in Wales (in the CQFW) and shortly expects to be approved as a credit-rating body in Scotland (SCQF) – all of ILM's qualifications are expected to be levelled and credit-rated for the SCQF during the first half of 2008.

ILM also publishes learning resources to support the delivery of programmes, designed to match the flexibility of its qualifications, and provides extensive support for ILM centres and their staff, to ensure the quality of the programmes being offered in its name.

What's special about ILM Programmes?

ILM programmes combine three distinct qualities – flexibility, organisational impact and market responsiveness – that have led to ILM becoming market leader.

- Flexibility – the unitised structure of ILM qualifications mean that programmes can not only be constructed to meet the specific needs of employers and participants but the relatively small size of the units means that they can be delivered in one or two day chunks, especially at lower levels, allowing for credit accumulation over time. These 'bite sized' chunks are not only convenient for employers (eliminating a prolonged absence and subsequent disruption to their business), but also for delegates who can assimilate the learning more easily and apply it more rapidly.
- Organisational impact – ILM qualifications are all about *knowing* and *doing*, being able

Institute of Leadership and Management

to put what has been learnt into practice, through assignments that focus on improvements in the learners' and the organisation's performance. So the training is always practical.

- Market responsiveness – ILM is the UK's (and Europe's) largest leadership and management awarding body. It has established this position by being alert to the needs of the market. By operating through a 2,000 centre network, it is able to ensure that programmes are available in a variety of formats at convenient locations to meet individual employer and learner needs.

How are ILM offers delivered?

ILM's network of centres across the UK includes private training companies, colleges and universities, as well as company training departments. Each of these has been approved to offer different qualifications according to their market requirements and expertise. Training programmes are delivered in various modes, and can range from short, one day activities leading to unit accreditation, to a full Diploma programme over several months. ILM is also the only leadership and management awarding body available through LearnDirect.

What business issues do they address?

ILM qualifications are about two things –

- improving leadership and management capability
- and improved organisation performance.

This is achieved by offering an extensive range of practical, developmental qualifications that range from preparing new team leaders for their job through to helping senior managers develop new strategic direction through high level leadership development.

Does It Work?

There is significant evidence that well designed, job-focused leadership and management development improves capability and enables

improvement in organisational performance¹. ILM has also prepared several case studies detailing the impact of its programmes of some of the UK's leading organisations, including DHL, Christian Salvesen, Sun Valley Foods, Lincolnshire CC and the RAF.

How to choose appropriate managers?

Because ILM offers qualifications at all levels, its centres are able to identify the programme that's right for individual managers, whether it be preparation for a new role or broadening the individual's knowledge and skills for an existing role. An ILM centre will have the tools and the knowledge to help identify the programme that's right for the person and the organisation.

Where can I find more information?

In the first instance, visit the ILM website (www.i-l-m.com), or telephone customer services and ask for the ILM brochure – **First for Leadership and Management**.

What's the payback?

1. Training that's benchmarked against the best.
2. Improved managerial and organisational performance.
3. Improved staff retention, not just with managers that are ILM qualified, but the people they lead.

What do I do next?

Contact ILM's customer service team. Telephone 01543 266867 or email customer@i-l-m.com and ask for details of the local Business Manager – there's one in each Region – or ask for the ILM brochure and details of the qualifications you're interested in.

¹ See, for example, *Management capability and company performance* by John Burgoyne in *Skills and Economic Performance: SSDA/Skills for Business 2006*