

ILM Level 3 Award in Leadership and Management

EXPERIENTIAL LEARNING
IN THE GREAT OUTDOORS



LEEDS
BECKETT
UNIVERSITY

Carnegie
Great Outdoors



Enhanced learning is best gained through exploration and challenge in a supportive environment, where participants feel confident in expressing their ideas. The natural outdoor environment provides both the setting and the stimulus for Carnegie Great Outdoors' experiential learning programmes which enable participants to gain an ILM Level 3 Award qualification.

Our programmes are accredited through Leeds Beckett University's Leadership Centre, an approved ILM Centre, and are delivered in a series of individual days that encourage learning through a series of engaging activities delivered outdoors.

The ILM Level 3 Award qualification is ideal for:

- Delegates who have management responsibilities but no formal training.
- Team leaders who are looking to move up to the next level of management.
- Managers who need to lead people through organisational change, budget cuts or other pressures.



Benefits for delegates:

- Gain a range of key management skills.
- Put new skills into practice in their role.
- Build leadership capabilities.
- Motivate and engage teams; manage relationships confidently.
- Develop leadership skills using own knowledge, values and motivations.

Benefits for employers:

- Effective and confident first-line managers.
- Better relationships and communication within teams.
- Measurable results: workplace-based assessment ensures new skills are effectively transferred to the business.
- Qualifications can be tailored to the organisation's learning and development needs.





Solving problems decisively

Negotiating a minefield, a traffic jam and a spider's web! These are just a few of the ways in which this day will enable participants to:

- Describe a problem, its nature, scope and impact.
- Gather and interpret information to solve a problem.
- Evaluate options to make a decision.
- Plan, monitor and review the implementation and communication of decisions.

Find out how to get creative when it comes to problem solving. A range of fun challenges delivered in the outdoors will help participants to recognise, define, investigate and analyse problems.

Step by step, we'll help the participants to discover more about evaluating options and assessing adequate and relevant information to inform decisions.

How do managers come to the best decisions in the workplace? We'll look at decision making techniques and the use of planning and presenting to ensure that decisions are effectively communicated and understood.

SOLVING PROBLEMS AND DECISION MAKING

Duration: 09:00 – 17:00

Level: ILM Level 3 Award
in Leadership and
Management

Unit: 8600-300

Credits: 2

Guided Learning hours: 9



Leading for success

Quite literally participants will be building a catapult for success. This day will help to build leadership skills with a firm foundation and explore:

- Different leadership styles and when they may be most appropriate.
- Their own leadership qualities, potential and how to review and develop.

Great leaders: are they born with special powers, or is it down to nurture? We will look at the roles and responsibilities of leadership and explore the essential qualities that will underpin success.

A range of activities will help to demonstrate the differences and similarities between leadership and management. We'll take a closer look at how leadership impacts on a team's performance, the workplace culture and relationships between colleagues.

The programme will encourage all participants to be reflective and identify their own leadership styles and behaviours. It will also provide information and feedback on how to apply knowledge and skills to enhance their own performance, building trust and respect in their teams.

UNDERSTANDING LEADERSHIP

Duration: 09:00 – 17:00

Level: ILM Level 3 Award in Leadership and Management

Unit: 8600-308

Credits: 2

Guided Learning hours: 6



High performing and happy teams

Blindfolds, bells and a length of rope will be just some of the key tools for this day as we deliver a two-part approach to give participants the skills to:

- Develop and maintain effective working relationships.
- Manage conflict at work.

To create an effective working team, people need to feel informed and confident that there is open communication. Everyone is different and there is no 'one size fits all' approach to building and managing a team. An effective team will be founded on recognising the differences between us and the prevailing culture we are operating in. A range of inclusive activities will explore how behaviours can positively develop or destroy trust at work.

There's a difference between a group and a team – we will take a closer look at the characteristics and explore through Tuckman's theory how groups are formed. A great team will bring together a range of different people, roles, skills and talents. We will bring to life Belbin's theory and look at how effective leaders and managers can draw on this to build a balanced team to achieve success.

UNDERSTAND HOW TO ESTABLISH AN EFFECTIVE TEAM AND UNDERSTANDING CONFLICT MANAGEMENT IN THE WORKPLACE

Duration: 09:00 – 17:00

Level: ILM Level 3 Award
in Leadership and
Management

Unit: 8600-309
& 8600-312

Credits: 1 + 1

Guided Learning hours: 5 & 4



Better communication

What do juggling, robot wars and land skis have in common? During this day they will all be part of our interactive way of helping to explain:

- The nature and importance of the communication process in the workplace.
- How to bring to life different methods of communication.
- How to assess their own effectiveness in communication.

If your message is muddled, diluted, not understood or received in the right way, it's simply not going to help get the point across. We explore the different stages of communication and potential barriers to overcome, using the Shannon Weaver model.

Listening is a vital component of communication and our body language can speak volumes – we'll be seeing this in play and learning more about the techniques of face to face and indirect communication.

We will explore how to give and receive effective feedback to check whether our communication strategy is working. This will enable participants to develop the technique to assess and develop their own communication skills through feedback and reflection.

UNDERSTANDING THE COMMUNICATION PROCESS IN THE WORKPLACE

Duration: 09:00 – 17:00

Level: ILM Level 3 Award
in Leadership and
Management

Unit: 8600-326

Credits: 2

Guided Learning hours: 7

What's included?

Each of our programmes includes:

- ILM registration fee
- ILM induction and guided learning
- Programme delivery
- One-hour tutorial support post programme
- Lunch and refreshments
- Workbook and course reading
- Assessment and marking

PROGRAMME OPTIONS

Select 1 to 4 days	Gain an ILM Development Certificate and continue to ILM Award or Certificate at a later date.
Select 2 days + guided learning hours and assessment	Gain sufficient credit to submit for an assessed ILM Level 3 Award in Leadership and Management.
Select 3 or 4 days	Gain a greater all round understanding of leadership and team development with credit to submit for an assessed ILM Level 3 Award in Leadership and Management.

QUALIFICATION CRITERIA

Each of the days we offer carries two credits. To achieve the award, learners must undertake a minimum of two units, the unit's associated guided learning hours, an induction to the ILM and two hours of tutorial support. Optional extra days and residential programmes to undertake all four day programmes are available.

COST

Prices are dependent on the number of days selected, participants, and venue. Please contact us for a quotation.

HOW TO BOOK

We run a range of open programmes in venues around the UK. You can book online - for dates and details please visit carnegiegreatoutdoors.co.uk

We also offer bespoke and residential programmes for our corporate clients for cohorts of eight or more participants. For further details, please email us: carnegiegreatoutdoors@leedsbeckett.ac.uk

MOVING ON UP?

ILM programmes support participants through career progression. Please contact us for details on our ILM Level 5 and 7 Leadership and Management programmes.

CONTACT DETAILS

T: +44 (0)113 8128627
E: carnegiegreatoutdoors@leedsbeckett.ac.uk
W: www.carnegiegreatoutdoors.co.uk

