



Beehive ILM Level 7 Coaching and Mentoring Certificate - development with a difference!

Are you an experienced learning and development professional or senior manager/leader who uses coaching and mentoring in their work and wants to gain formal recognition of your skills?

Do you see coaching as having potential strategic benefits in your organisation?

Are you action-focused, with a desire to develop useful, practical skills?

Do you want to open up opportunities for a new career or direction, or revitalise your current role?

Then this programme is for you!

At Beehive, we're passionate about coaching and mentoring because we know that:

- ⓑ A coaching style of management encourages accountability and responsibility as individuals recognise their own capabilities
- ⓑ A coaching style of management increases the satisfaction and morale of staff, releases managers and leaders from the operational elements of their work so they can focus on developmental and strategic issues, and increases the personal and professional awareness of both parties
- ⓑ Coaching and mentoring develop commitment rather than just compliance to organisational aims
- ⓑ Coaching is becoming more and more the management style of choice in organisations that have to respond flexibly to change and need to use the full potential of their staff
- ⓑ Employers are increasingly looking for evidence of coaching skills in the managers they recruit, and for formal coaching qualifications in the coaches and mentors they employ
- ⓑ One of the best methods of developing practical leadership skills is through mentoring and coaching
- ⓑ Coaching skills have a clear alignment with transformational leadership skills, human performance principles and other leading organisational development approaches

IN FACT, WE KNOW A LOT! About coaching and mentoring, behaviour change, organisational learning, organisational development, reflective practice, supervision, ethics, mindset....

.. and we apply all this knowledge to make our Beehive Coaching and Mentoring programmes practical, relevant, challenging, intensive, stimulating, supportive, and effective - the best package of personal and professional development you could want!





Learner journey

The programme comprises six elements: Pre-course prep, Guided learning, Input modules, Coaching practice and supervision, Assignment submission and Progression:



1) **Pre-course prep** - The pre-course preparation comprises an in-depth reflective exercise including writing a personal coach profile, Julie Hay's 'Working Styles' questionnaire, suggested reading, and profile of the facilitators.

2) **Guided learning** - We provide a resource list for your own research and detailed guided learning between modules. This includes independent research, reading, practise of different techniques, completion of individual exercises to increase self-awareness, and always reflection and maintenance of the learning log.

3) **Input modules** - There are two, two-day modules - 'Beehive Coaching Basics' and 'Coaching in Organisations', and one, one-day module 'Strategic Coaching and Coaching Culture'. We use a strongly practical and experiential approach to the training with lots of opportunity for practice - coaching is a practical skill after all!

4) **Coaching practice and supervision** - The ILM requirement for level 7 is for 20 hrs of documented and supervised coaching practise. Supervision is provided during the modules and by email/phone between modules to support coaching practise.

5) **Assignment submission** - On completion of the above modules and 20 hrs of coaching or mentoring practise, participants will submit their assignments by email to Beehive. The submission date for assignments is six months after the end of programme.

6) **Progression** - Progression can be made to the Beehive ILM Level 7 Coaching and Mentoring Diploma by the payment of an extra fee, attendance at Beehive Supervision Buzz groups, a further 100 hrs of coaching/mentoring practise and submission of a further reflective assignment.



Cost

The cost of the programme is **£2,676 plus VAT** which includes:

- ⓑ ILM Registration fee of £176
- ⓑ Assignment feedback and marking
- ⓑ All materials and guided learning
- ⓑ One to one support by email or telephone

Meet the team



Mark Sykes is director of Beehive Coaching and Leadership Development and is an experienced sports and performance as well as executive coach. His experience of coaching spans 30 years, including coaching over 100 head teachers as part of a highly acclaimed national programme credited with driving up educational standards. In 2012 he was instrumental in the one of the biggest roll outs of coaching training and culture seen in the UK, and has worked with CEO's and directors of a range of public and private sector organisations. Mark has been running the Beehive Executive Coaching and Mentoring Programme since 2012.

Sara Lodge is director of Beehive Coaching and Leadership Development and is an experienced coach and coach supervisor. With a background in clinical Transactional Analysis Sara designed and ran the ILM 5 and 7 Coaching and Mentoring Certificate and Diploma programmes for Bangor University's Management Centre from its inception, and for five years provided supervision for the executive coaches and teaching fellows at Lancaster University, for the North-West Learning Community, as well as for individual coaching professionals. She has been running the Beehive Executive Coaching and Mentoring Programme since 2012.

