

APSCo CMI Level 5 Advanced Leadership programme

The CMI Level 5 Advanced Leadership programme has been developed by APSCo for Senior Leaders in the professional recruitment sector and is accredited by the Chartered Management Institute (CMI) - the internationally recognised accrediting body backed by a unique Royal Charter. The programme trains Senior Leaders/Directors to the equivalent of a second-year degree and provides all the skills and knowledge needed to drive business and team performance forward.

Content

The programme is delivered over 6-9 months and delegates will:

- Develop an understanding of ethical leadership
- Understand the impact of culture and values on leadership
- Lead the team whilst empowering individuals to achieve
- Create team cohesion and inspire high performance
- Gain skills and ability to coach and mentor teams
- Understand the impact of coaching and mentoring in developing a high-performance culture



The programme is divided into 2 modules:

Principles of Leadership

- Leadership practices and styles sharing models such as distributed, situational, values driven and rational leadership.
- Complete a leadership inventory utilising tools such as PESTLE, SWOT and impact analysis.
- Explore the concepts and methods of culture mapping, leading with values and power dynamics.
- Explore the ethical dilemmas for leaders and how to Map their team's development.
- Define empowerment & trust, creating freedom and accountability and building a "golden thread" through the alignment of goals and a vision.
- Learn how to complete a communication gap analysis, avoid the 5 dysfunctions of the team, inspiring and connecting people to purpose.
- Explore how to create challenge, building commitment and accountability to achieve organizational objectives.
- Finally, delegates will explore how to utilise the change curve to communicate effectively through change, supporting others through resistance and leading in a post-pandemic world.

Coaching and Mentoring

- This module reviews how to complete a strategic organizational assessment, the barriers faced and benefits of a coaching culture.
- Delegates will learn the practical models for coaching, understand behavioral change and utilize the GROW model.
- Next, they will explore how to create a process for coaching and mentoring through the use of a competency matrix and practical skills.
- Finally, delegates will have the opportunity to put into practice the skills they have learnt and evaluate the outcomes.

Delivery

All sessions are delivered by expert tutors experienced in the professional recruitment sector. This innovative programme provides a variety of learning experiences that will challenge and empower delegates – including:

- Three full day Tutor Led Training days delivered in person, or virtually in modular format.
- Three 1:1 coaching sessions exploring individual challenges and areas of interest.
- Two Group Tutorials to support assignment writing.
- Three Mastermind sessions, to provide peer to peer discussion and support with real world challenges.

Time commitment:

There are 44 guided learning hours. Delegates will be expected to undertake a further 50 hours of study, research, reading, practical application and assessments, over a period of 6-9 months.

Five reasons you should sign up today:

1. **The skills to succeed:** If you want to be not just a leader but a highly successful one, then this programme will equip you with the perfect blend of academic and practical real-life skills - essential for today's recruitment sector.
2. **People focused:** With people being the heart of your business, this qualification also puts them front and centre with over half of the programme focused entirely on how to coach, mentor, train, and support at every level. Making you the leader your people will want to follow.
3. **Career enhancing:** The Advanced Leadership Programme is designed to engage, stretch and challenge leaders, taking your performance to the next level.
4. **Engaging learning:** The content of the programme is challenging, engaging and most importantly rewarding. Delivered in our most innovative way yet with workshops, coaching, peer-to-peer learning and evaluations.
5. **Personalised coaching:** In addition to highly engaging group tutorials APSCo also supplies 1-to-1 coaching that is focused around your needs.

To receive a free training consultation and discuss your future training needs and how we can support your in-house training contact us

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