

## Leading Change

Managers today have to learn to cope with exponential change whilst supporting their teams through what could be considered an emotional minefield. The aim of this ilm Unit is to give practising, and potential middle managers the knowledge, skills and confidence to effectively lead change and to ensure the change and/or improvements being implemented are managed in a planned, intelligent and sensitive way. Managers must actively understand and support their people, maintaining motivation and commitment through a period of uncertainty and anxiety. It is made up of three key elements which enable participants to understand, develop and demonstrate knowledge and skills in this competence.



**Understand the need for innovation and change management within an organisation.**

**Be able to propose innovative solutions to improve organisational performance.**



**Be able to lead and manage change within an organisation.**

## Qualification Overview

|                        |   |
|------------------------|---|
| Title                  | <ul style="list-style-type: none"> <li>ilm Level 5 Unit - Leading Innovation and Change</li> </ul>  |
| Notional Credit Value  | <ul style="list-style-type: none"> <li>5 Credits</li> </ul>   |
| Duration               | <ul style="list-style-type: none"> <li>Minimum of 24 Guided Learning Hours (GLH)</li> </ul>   |
| To be completed within | <ul style="list-style-type: none"> <li>One year</li> </ul>  |
| Tutorial Support       | <ul style="list-style-type: none"> <li>Minimum 2 hours</li> </ul>   |
| Structure              | <ul style="list-style-type: none"> <li>Two full day workshops and group tutorial (4 hours)</li> </ul>   |
| Assessment             | <ul style="list-style-type: none"> <li>Work-based Assignment</li> </ul>   |
| Progression            | <ul style="list-style-type: none"> <li>Completion of one further Level 5 Unit with a credit value of 1 will lead to the ilm Level 5 Award in Leadership and Management</li> </ul> |

## Programme Format and Dates

This programme is delivered through two full day workshops, a group tutorial (half-day) and a one to one coaching session/tutorial. Combined this will represent a minimum of 24 guided learning hours.

Prior to the programme delegates will identify a potential change and/or improvement within their own organisation and if required seek permission to be able to lead and implement the proposed change and/or improvement. This ideally needs to be part of a team effort and can be in a functional environment where the delegate manages the team directly or in a project management capacity where the manager has no direct management authority.

**For specific dates please refer to our Calendar.**

## Venue

The programme is delivered at our modern air conditioned training facilities at Tredomen Gateway, Tredomen Business Park, Ystrad Mynach CF82 7EH.

## ilm Membership

All registered candidates automatically become full members of the Institute of Leadership & Management for the duration of their learning. Designed to help candidates get the most from their course and advance their management career, studying membership gives access to a wide range of specialist support and development materials.

### Assessment

The proposed work-based assignment provides an opportunity to relate your learning directly to your current organisation, whilst developing the competency in leading innovation and change. You should plan to spend approximately 20 hours researching the workplace context, implementing the agreed change and/or improvement and preparing for and writing or presenting the outcomes of this assignment for assessment. The suggested word count for this assignment is between 2000 and 3500 words.

| Learning Outcomes   | Assessment Criteria   |
|---|---|
| Understand the need for innovation and change management within an organisation | <ul style="list-style-type: none"> <li>• Explain the importance of innovation for own organisation (8 marks)</li> <li>• Explain the importance of managing change within own organisation (8 marks)</li> </ul>  |
| Be able to propose innovative solutions to improve organisational performance   | <ul style="list-style-type: none"> <li>• Assess an opportunity for innovation and improvement in own organisation (16 marks)</li> <li>• Justify the improvement identified, in the context of organisational objectives (8 marks)</li> <li>• Use a range of techniques to generate innovative options to deliver the improvement identified (16 marks)</li> <li>• Evaluate options for generating the proposed improvement to determine feasibility and viability (20 marks)</li> </ul> |
| Be able to lead and manage change within an organisation                        | <ul style="list-style-type: none"> <li>• Create a change management plan that is designed to meet stakeholders' expectations (16 marks)</li> <li>• Implement the change management plan, monitoring progress against agreed targets (8 marks)</li> </ul>  |

### Investment

The total cost for the programme is £789 per person. This includes all relevant materials, refreshments registration and certification with the ilm, along with student membership allowing access to a wide range of support and development materials.

If you are interested in arranging a training workshop for yourself, or your organisation and would like further information please do not hesitate to contact us at:

**Palladium Training & Consultancy Limited**  
**Tredomen Gateway, Tredomen Business**  
**Park, Ystrad Mynach, Caerphilly CF82 7EH**  
**Tel: 01443 858668**  
**email: [info@palladiumtraining.co.uk](mailto:info@palladiumtraining.co.uk)**  
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