

# Inspiring Leadership & CMI accredited programmes

INSPIRING Leadership is a 3-phase approach to Leadership Development:



Build up the confidence and engagement of your team by encouraging them to take on development programmes in bite sized chunks. Empower your management team to take control of their own learning and challenge themselves to step up in order to reach yours and their KPIs.

## Leadership Development in 3 Phases

**Diagnostic** – Pinpoint areas for performance improvement and identify appropriate qualifications and units. Through using our [Leadership Engagement Index \(LEI\)](#), we can help you identify the preferred learning styles of your leadership team, and match that to a suitable approach to learning, to ensure they get the most out of their learning experience and increase the chances of a successful outcome.

**Development** – Delegates do not have to do the whole programme in one go and we offer an **incremental, building block approach**. This ensures the process is cost effective and needs led, with a higher success rate and no drop out.

**Evaluation** – INSPIRING will be able to evaluate the effectiveness of the development activities by repeating the [Leadership Engagement Index \(LEI\)](#) aspect of the diagnostic stage and comparing outcomes. This completes the quality loop and provides continuous development.

Individuals will have more faith in the business and be more engaged if they can see the positive impact that they have on the organisation and how this has created growth prospects for the business.



We can also help with design and implementation of a tailored performance management system to ensure that your team is set relevant KPIs / objectives that not only reflect your business needs, but also correlate to their personal development.

## Features and Benefits:

- All your leadership development needs provided for in one place
- We are able to evaluate the training, measure its success and identify further development needs.
- Takes out the time consuming process of finding suitable training.
- Comprehensive approach ensures your training truly meets the needs of your leaders and your business.
- Information acquired during the diagnostic phase determines the appropriate entry level.
- Provides your leaders with a personalised development plan.
- Helps retain key skilled leaders which will reflect on your business growth.

If you want to gain a formal management qualification, you will have the option of working towards different levels of **CMI qualifications**.

Our INSPIRING Leadership programmes provide management development at three different levels, making them suitable for employees at various stages in their careers. If you want to gain a formal qualification as part of your development, we can help you choose the right course at the right level.

## Level 3 Qualifications in First Line Management

Developed for junior managers, supervisors and first line managers who have operational responsibility for a defined area of activity and who wish to build on and develop their existing management skills and knowledge. This programme leads to qualifications across three levels:

**Award:** Provides an introduction to the skills, roles and responsibilities of this management area. It will also develop your basic knowledge by focusing on the development of specific management skills.

**Certificate:** Gives you a broader knowledge of effective management skills while focusing on the specific management areas appropriate to you and your workplace.

**Diploma:** Covers all the key skills and competencies you'll need to become an effective first line manager. See more details on these [Level 3 qualifications on the CMI Website](#).

## Level 5 Qualifications in Management and Leadership

Designed for practicing middle managers and those aspiring to senior management who want to develop their core management skills such as managing resources, recruitment and information management. A level 5 CMI qualification focuses on the personal development of the individual learner's management capabilities and competencies across three levels:

**Award:** Lets you strengthen and develop your knowledge of middle management by focusing on specific management areas applicable to your job.

**Certificate:** A more extensive qualification that gives you a broader knowledge of middle management skills while focusing on the specific leadership areas appropriate to you and your workplace.

**Diploma:** Designed for middle managers and those aspiring to senior management who want to develop their key skills. A Diploma in Management and Leadership is the benchmark qualification for full CMI membership, taking you another step towards Chartered Manager status. See more details on these [Level 5 qualifications on the CMI Website](#).

## Level 7 Qualifications In Strategic Management and Leadership

Developed for directors and senior managers who have the responsibility to translate organisational strategy into effective performance, these qualifications require the manager to focus on the implementation of their organisational strategy.

**Award:** This CMI qualification will build on the managerial skills and knowledge you already have. It will give you a greater understanding of the various roles and responsibilities involved in strategic management and allows you to focus on specific areas on management depending on your professional needs.

**Certificate:** Gives you a broader knowledge of effective management skills while focusing on the specific management areas appropriate to you and your workplace.

**Diploma:** Designed for strategic managers aspiring to develop their skills. A Diploma in Strategic Management & Leadership is the benchmark qualification for full CMI membership, taking you another step towards Chartered Manager status. See more details on these [Level 7 qualifications on the CMI Website](#).

### Team up with Inspiring...

Want to find out how these qualifications would benefit employees within your business or are you a manager looking to improve your own skills? Our INSPIRING Leadership programmes can take you to the next step.

Call us on 0800 612 3098 or email [info@inspiring.uk.com](mailto:info@inspiring.uk.com)