

Leading Innovation & Change – ILM Level 5 Award Leadership & Management

Who is this qualification for?

Leading Innovation & Change, our Level 5 Award in Leadership and Management, is designed for practising middle managers, helping them to develop their skills and experience around leading innovation and change, and improve performance to prepare for senior management responsibilities.

Benefits for individuals

- ▶ Use core management techniques to drive better results
- ▶ Develop your ability to lead, motivate and inspire
- ▶ Provide strategic leadership as well as day-to-day management
- ▶ Benchmark your managerial skills
- ▶ Raise your profile in your organisation.

Benefits for employers

- ▶ Encourage strategic thinking at this level of management to foster business improvement
- ▶ Engage middle managers with training and development – this qualification is designed to provide clear, measurable benefits to career-minded professionals
- ▶ Customise this programme to your industry and your people's development needs.

The qualification is made up of two units focused on Leading Innovation and Change within the business. There is an assignment which requires designing and implementing an innovation project within the business, using the methods covered during the programme. This enables learners to put the learning into practice right away, and therefore consolidates the learning from the programme.

Learning Outcomes:

- ▶ 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
- ▶ Understand the effectiveness of own organisation in dealing with workplace stress and conflict
- ▶ Be able to improve the management of workplace stress and conflict in own area of responsibility

Indicative Content

- Innovation and business performance
- Financial and social benefits of innovation
- Radical and incremental innovation
- Innovation as a form of competitive advantage
- Need for effective management of change
- Continuous Improvement Techniques

- The difference between Kaizen (continuous or incremental change) and breakthrough change (eg business process re-engineering)
- Leadership and change, transactional/transformational leadership and other leadership models relevant to change
- Concepts of creativity and innovation and the conditions and processes required to encourage them
- Need for environmental scanning and organisational analyses (PESTLE, core competencies, SWOT, etc)
- The nature and role of vision in the change process
- Techniques for critical decision-making
- Methods of determining feasibility and viability of opportunities and options, and of contingency planning
- Problem solving and decision-making techniques including the use of quantitative and qualitative information
- Identification of human and financial factors in the consideration of change
- Techniques for monitoring and evaluating outcomes of change
- Methods of assessing the risks and uncertainties associated with proposed changes
- Stakeholder mapping
- Ways to identify stakeholders in change, and the benefits and costs to stakeholders, in order to overcome resistance
- Skills and competencies required to manage innovation and change
- Principles and practices associated with managing creativity and innovation
- Direct and indirect effects upon other people, departments and organisations
- Ways to organise and co-ordinate resources and activities to achieve planned change, including use of Gantt charts and network planning as tools for planning change
- The role of communication in overcoming barriers and other difficulties
- Identifying and dealing with workplace stress and conflict
- Causes of conflict and interpersonal friction and ways to resolve them
- Causes, symptoms and impacts of stress and the implications/effects of stress for individuals and organisations
- Stress awareness training
- Causes and effects of stress and implications for workplace and non-work activities and relationships
- Symptoms of stress in self and recognition of stressful situations
- Setting objectives and determining priorities to balance personal and organisational needs
- Active planning for stress management

Programme

2 x 2 days 'classroom' teaching – highly interactive with case studies relevant to your industry

Tutor support for written assignments – online using zoom and email

Online support materials to complement classroom sessions

Investment
TBC