

ILM LEADERSHIP & MANAGEMENT PROGRAMMES

Developing confident, capable leaders aligned with internationally recognised standards



PROGRAMME OVERVIEW

Edinburgh Connect delivers ILM Leadership & Management programmes designed to develop effective leaders and managers across public and private sector organisations.

Aligned with the Institute of Leadership & Management (ILM) framework, these programmes combine internationally recognised leadership standards with practical, applied learning. Participants develop leadership capability that can be applied directly within their organisational context.

The programmes support leadership development across different levels, from first-time managers to senior leaders, enabling organisations to build structured leadership pathways aligned with workforce development priorities.

WHO THE PROGRAMME IS FOR

These programmes are designed for professionals across different stages of leadership responsibility, including:

- Aspiring and first-time managers
- Supervisors and middle managers
- Senior managers and emerging leaders
- Professionals transitioning into leadership roles
- Organisations seeking structured leadership development pathways

The appropriate ILM level is selected based on participant experience and organisational objectives.

Key Outcomes

By the end of the programme, participants will be able to:

- Apply leadership and management principles within organisational contexts
- Lead, motivate, and manage individuals and teams effectively
- Communicate with confidence and influence stakeholders
- Make informed decisions and manage performance
- Adapt leadership style to different situations and environments
- Lead change and support continuous improvement
- Apply learning directly to real workplace challenges

The programme strengthens leadership capability and supports improved organisational performance.



PROGRAMME STRUCTURE

The programme combines conceptual understanding with practical application, enabling participants to develop leadership capability within real organisational environments.

Content focuses on key leadership and management areas including:

- Leadership styles and behaviours
- Communication and influencing skills
- Performance management and team leadership
- Decision-making and problem solving
- Leading change and continuous improvement
- Developing effective teams and organisational performance

Participants apply learning to real organisational scenarios, ensuring practical relevance.

Programme Levels & Learning Commitment

The programme is available at multiple levels aligned with ILM standards:

ILM Level 3 – First Line Management

Designed for aspiring or first-time managers, focusing on foundational leadership and management skills.

ILM Level 4 – Middle Management

Designed for supervisors and middle managers, focusing on developing leadership capability, decision-making, and team management.

ILM Level 5 – Leadership & Management

Designed for senior managers and leaders, focusing on strategic leadership, organisational effectiveness, and leading change.

Each level offers Award, Certificate, and Diploma pathways, allowing organisations to select the appropriate level of depth and learning commitment.

LEARNING APPROACH

The programme adopts a practical, applied approach focused on real organisational environments.

Learning is delivered through:

- Facilitated workshops and interactive sessions
- Leadership case studies and practical scenarios
- Group discussion and peer learning
- Practical tools, frameworks, and models
- Workplace assignments (where applicable)



EXPECTED BENEFITS FOR ORGANISATIONS

The programme supports organisations in strengthening leadership capability through:

- Stronger leadership capability across teams and departments
- Improved people management, communication, and performance
- Greater confidence in leadership decision-making
- More consistent leadership behaviours aligned with organisational values
- Improved team effectiveness and organisational performance
- Development of structured leadership pipelines

PROGRAMME DELIVERY

Programmes can be delivered through flexible formats:

- In-Person Delivery (UK, KSA & Middle East)
- Online (Live, Instructor-Led)

Group sizes typically range from 6–15 participants.

Programme duration and structure can be adapted to organisational requirements depending on the ILM level and qualification pathway.

CERTIFICATION & RECOGNITION

Participants receive an ILM-accredited qualification for the relevant leadership and management programme level, subject to successful completion of learning and assessment requirements in line with ILM standards.

Certification pathways include Award, Certificate, and Diploma.