

Grow Development Solutions

Working in Partnership with 'The Nottingham'
to Design & Deliver "Coaching with Impact"
An Endorsed ILM Programme



**The
Nottingham**

Developing Our PARTNERSHIP

We were invited into The Nottingham to discuss a potential opportunity to provide in-house ILM Coaching & Mentoring qualifications, at Level 3 and Level 5.

Ella, the Senior Manager for Talent at The Nottingham already had experience of working with Grow, when she worked in another organisation, and she was keen to work with us again, being fully aware of our values, our approach and the quality of our work.

At our first meeting with two of the senior talent partners, the initial idea was for us to deliver an ILM Level 3 for the 'Cluster' Managers and other Managers across the organisation, and an ILM Level 5 in Coaching & Mentoring for members of the HR and Talent Team. Following our initial conversations, it became apparent that whilst choosing the ILM Level 5 qualification was the right choice for the HR and Talent Team, the ILM Level 3 in Coaching wouldn't have been the 'right fit' to achieve the desired outcomes for the 'Cluster' Managers and other Managers across the organisation. We therefore recommended an alternative, which was for us to design a bespoke coaching programme for the managers, placing more emphasis on practical coaching skills for managers and also to include more practical work-based assessments. This bespoke programme was also to be approved as an ILM Endorsed Programme, bringing all the benefits of an accredited and quality-marked course. Believe it or not, this option was also much more cost effective, saving our new partner a few £'s.

We worked closely with members of the talent team to design the course content and decide on the course name. We carried out all of the approval work with the ILM and worked closely with our partner to agree on the initial cohort of delegates.



Delivery, Assessment & CERTIFICATION

We delivered the programme first to a cohort of 'Cluster Managers', all of whom were responsible for managing a cluster of The Nottingham branches.

The first cohort started in September 2018 and their certificates were ordered in June 2019 – what a wonderful first cohort to work with! Everyone was successful and not only did they achieve their certificates, there were also improved results across the areas they were managing – the power of coaching!

The second cohort started in April 2019 and were all completed by December 2019 – another fantastic team of managers to work with!

We are now planning how to accommodate cohort three, through a more blended and virtual learning approach (due to Covid-19 social distancing restrictions – but we're not going to let this stop us)! We will still deliver a great programme, just in a slightly different way!

So far, we have had 16 managers successfully complete the programme – well done to all!

Dear Amie

I just wanted to write a note to thank you for your support over the last 6 months whilst attending training for ILM Coaching with Impact.

I have to say that I looked forward to and enjoyed each training day – the course content was very interactive and certainly encouraged us all to get involved.

Your style of delivery worked well for me – and I feel we felt the training was more discussion that tell.

I have a folder set up with all my workbooks which are great quality and feel will stand the test of time – already well used.

Kind regards

Sharon (Cluster Manager)