



## **Rutledge Leadership Academy and Learning Pool collaborate to deliver ILM qualifications**

Rutledge Leadership Academy are an approved ILM Centre, we have worked in partnership with our E-Learning Partners, Learning Pool to develop the ILM Recommend Business Skills catalogue which contains a suite of ILM level 4 and 5 Leadership and Management units.

In September 2016 we launched an innovative blended learning approach to provide ILM level 5 training to a small group of learners from 4 organisations who engage in E-Learning through Learning Pool's Business Skills Catalogue.

Rutledge's approach following the completion of the E-Learning Module was to provide learners with a flexible mix of one-to-one telephone coaching and a final assignment to achieve ILM credits that can contribute towards an ILM Award. This case study provides more information on the pilot and how our learners got on.

### **The ILM Pilot**

[Learning Pool's Business Skills Catalogue](#) kicked off Rutledge Group's ILM training with each learner completing the level 5 'Becoming an Effective Leader' module. They were given the opportunity to immerse themselves in the **interactive and engaging e-learning** to lay the foundations and manage expectations of what was to come over next ten weeks.

Richard Lee, General Manager at The Hilton Garden Inn and one of the learners who took part in the pilot commented on the effectiveness of the e-learning:  
*“It’s not like other e-learning; there was no page turning whatsoever! This was flexible, engaging, open and easy to access.”*

Upon completion of the initial e-learning module each learner was provided with access to a collection of ILM **online resources** made up of webinars, PDFs and other resources. Learners were able to access this at work or home, giving them the ability and freedom to learn at their own pace, in their own time and wherever they needed to. Additionally each learner also received two individual one-hour **coaching sessions** ran by Lesley O’Hanlon, Head of Rutledge Leadership Academy. The sessions were one-to-one and delivered over the phone. They were extremely well received by professionals who appreciated that they could fit the coaching around their busy schedule and didn’t need to take time off work travelling to different venues for classroom training. During this timeframe, Lesley also provided ongoing **email support** and an additional further individual coaching session before they each submitted their final assignment.

## Feedback and Results

Each candidate who successfully completed the pilot received an ILM stamped certificate in the post, outlining the five credits achieved for completing the unit. These learners now have the option to come back and undertake an additional ILM level 5 unit to secure a full level 5 ILM Award.

Helen Carters, General Manager at Jurys Inn said:  
*“I always wanted to do an ILM qualification but never got around to it. This unit was a great first step to getting the award and I’d love to complete my Level 5 now!”*

Feedback from the course has been outstanding.

- **100%** of learners who took part in the pilot **would recommend the ILM unit to a colleague or friend.**
- The learners found the **blended approach** to training a more **engaging** and **interactive** experience that really helped to refresh their skills, with the one-to-one coaching providing an effective solution in delivering collaborative training that didn’t cause lots of time away from daily roles.

**Robert Flicker – ICT Manager – London Borough of Bexley**

*“The fact that it was blended with remote coaching sessions and on-line resources meant it was a good use of time for busy professionals – no travelling to a venue. Could access the materials from home.”*

- The **one-to-one guidance** ensured candidates felt supported and on track throughout the course, making this a highly successful blended programme
- Learners also thoroughly enjoyed the **opportunity to reflect** on their experiences and focus on their professional and personal development. Many have already started to apply knowledge learned to their day to day roles.

## What is ILM?

[ILM \(Institute of Leadership and Management\)](#) is the UK's leading provider of leadership, coaching training and management qualifications. Widely recognised in the industry, they improve the leadership skills of over 90,000 managers each year with a variety of different courses at a range of levels.

More people in the UK take part in leadership and management qualifications with ILM than any other leadership and management education body.

In collaboration with Learning Pool, Rutledge Leadership Academy are offering a range of level 4 and 5 units which are ideal for managers seeking to develop their leadership skills and awareness, to get better results from their teams and to prepare themselves for more responsibility.

## Why complete an ILM qualification?

- Employers say 93% of managers perform better at work after an ILM qualification
- 88% of employers say they have stronger leaders as a result of working with ILM
- 84% of employers saw an immediate impact on their organisations performance after working with ILM

**Liz Palmer – Income Manager – Vale of Aylesbury Housing Trust**

*“I had heard of ILM and knew it had recognition but not sure what it involved with the course, surprised at how straight forward it was. One-to ones very helpful – Lesley in particular extremely helpful trainer”*

## Who are Learning Pool?

Learning Pool are an award winning E Learning provider who put their customers at the centre of everything that they do. They provide innovative E Learning solutions to over one million users throughout the UK.

Due to the success of this pilot, Learning Pool and Rutledge Group are looking to extend the opportunity for all Business Skills catalogue customers to provide their managers with a flexible and modern approach to professional development.

### GET IN TOUCH

To find out how you could upskill yourself or your leadership team through our innovative approach, get in touch using the details below.

Lesley O'Hanlon [lohanlon@rutledgegroup.co.uk](mailto:lohanlon@rutledgegroup.co.uk)

Tel: 07541902077

Alternatively, visit our website to view all of the ILM level 4 and 5 courses that we have available.

[Rutledge Leadership Academy](#)

