Team Leadership Programme
ILM Level 2 Certificate
This programme is designed for both aspiring and actual Team Leaders who want to improve their team leadership skills in order to enhance their own, and their team’s, performance. The role of the team leader is distinct from that of the first line manager. The team leader focuses on the shorter term, day-to-day performance of the team and its members. This means a responsibility for allocating tasks between team members, ensuring that individuals are supported in the performance of their job role and ensuring that the team’s output conforms to the requirements of the University. This programme is suitable for grades 5 to 6 in both academic and professional service areas.

“The Leadership programme is excellent... communicated in a friendly, personal manner.”

Programme Learning Outcomes:

- Understand the role, function and responsibilities of the team leader
- Gather, accept and review feedback on your workplace performance to identify your strengths and areas for development as a team leader to improve workplace performance
- Understand what the University expects in relation to team performance, how to address underperformance issues and how to motivate team members to improve performance
- Understand change and reactions to change, and how to implement change as a team leader.

“Now I think more about how I communicate with my team. I am more conscious of the people aspect when giving my team tasks and I am more aware of how my communication comes across to them.”

“Thank you again for the programme, it was extremely insightful and it was a valuable opportunity to learn and share experience with colleague.”

The Programme includes

- 3 Interactive workshops
- Group Learning Forums
- 1:1 Tutorial / Coaching Support
- 2 Formal Assignments

Programme Units

- Unit 1: Developing yourself as a Team Leader
- Unit 2: Improving the Performance of the Work Team
- Unit 3: Understanding Change in the Workplace
Excellent and thought provoking, and time spent problem-solving with other colleagues was great. “

Exceeded expectations and gave me confidence that I am doing things right. “

Programme Benefits

- Enhanced confidence to manage and to develop further as a team leader
- The opportunity to address real work issues through completing a variety of reflective assignments
- The opportunity to share experiences and network with colleagues in similar team leader roles throughout the University

I'm really glad that I was given the opportunity to join this programme. This workshop has definitely helped me to realise certain things that I have been lacking and opened my mind for further learning and improvement.

This programme far exceeded my expectations; I will strongly recommend it to my colleagues.

Programme Accreditation

The programme is accredited by the Institute of Leadership and Management at Level 2. The ILM is the UK’s largest management body, specialising in vocational leadership and management development. The programme incorporates a blended approach to leadership development. This is based on three essential elements of development:

1. Knowing  The body of knowledge leaders need to lead and manage effectively
2. Being  Self-awareness and knowledge as the integral component to good leadership
3. Doing  How effective leaders are at using their technical skills and know-how
How to apply

Applications are accepted via the ILM Application Form. As with all development, the application must be supported by your line manager.

For more information, please contact your Organisation Development Team: organisationdevelopment@stir.ac.uk

*To achieve the award it is compulsory to attend all programme workshops and to successfully complete two short reflective assignments. These reflective assignments enable participants to demonstrate how they have put their learning into practice within their teams.