

ILM-LEVEL 5 ACCREDITED COACHING & MENTORING TRAINING

DEVELOPING CONFIDENT, SKILLED COACHES
WHO DRIVE PERFORMANCE & GROWTH



**Thinking
Through**
ACADEMY



WHY CHOOSE ILM-ACCREDITED TRAINING?

Whether you're looking to build a coaching culture, improve staff development, or unlock the potential of your teams, our training blends practical coaching skills with neuroscience-informed insights to give you or your people the tools they need to thrive.

Our **Coaching and Mentoring** qualification is designed for leaders, managers, and HR professionals responsible for developing others. Whether you want to enhance your own coaching skills or build an internal network of skilled coaches to support individuals and teams, this course provides the tools, knowledge, and practical experience you need.

ILM (City & Guilds) is one of the most respected awarding bodies in coaching and mentoring and leadership. An ILM qualification demonstrates credibility, professionalism, and a commitment to excellence.

Our Coaching and Mentoring is:

- **Practical and applicable:** focused on real-world coaching scenarios, we will give you practical tools that work with your clients or groups.
- **Bespoke:** we can tailor this course specifically for your organisation.
- **Evidence-based:** drawing on coaching and mentoring best practice, as well as the latest neuroscience, and leadership research.
- **ILM resources:** participants receive student membership when they register for a course, giving them access to a range of online resources.

A UNIQUE THINKINGTHROUGH... ACADEMY ADVANTAGE

One of the things that makes ThinkingThrough...Academy unique is how we weave brain-based insights into our training. By drawing on practical findings from neuroscience, we help you enhance your coaching skills and understand how people think, learn, and change—making every conversation more effective and meaningful.

Why work with us?

We are not just an ILM-approved centre, our coaches are members of the European Mentoring and Coaching Council, and have decades of experience in leadership, coaching, and training leaders of the future. Our facilitators are practising executive coaches and supervisors with a passion for developing others.

If you're serious about performance, culture and retention, an internal coaching team is one of the highest-leverage assets you can build. Not only can we help you build that, we have qualified coaching supervisors to help you maintain your coaches at the top of their game, and we are also CPD approved and can offer ongoing continual professional development

An internal coaching team makes coaching normal, not niche. It improves performance, strengthens psychological safety, and gives leaders early radar on team issues.

By choosing us, you're not just getting a course, you're building a sustainable, neuroscience-informed coaching capability that will benefit your leadership practice for years to come. Pair it with robust supervision and a small external coaching panel and you'll get the best of both worlds, all while being cost-sensible.

By combining ILM's rigorous coaching framework with neuroscience-based techniques, we equip coaches to:

- Recognise and work with the brain's threat/reward responses.
- Use language and questioning that engages the thinking brain rather than triggering defensiveness.
- Help clients create lasting behavioural change by aligning with how habits are formed in the brain.

Entry requirements

We welcome learners from a wide range of backgrounds. There are no formal entry requirements for this course, though you will be required to write at an academic level. The ILM Level 5 is comparable to the second year of a foundation degree.

You will need the ability to reflect deeply, assess situations, and review your own development in order to complete the assignments. You will be guided and supported along your coaching journey to help you succeed.

To successfully complete this course, you will need to:

- Attend all the mandatory live class sessions.
- Complete 18 hours of coaching practice, working with a minimum of two and a maximum of three coachee's over the duration of the qualification.
- Be able to reflect on your own practice and critically analyse your own performance and literature that underpins current coaching practices.

As coaching practice is a core part of your learning, it's important to line up your volunteers before the course begins. These should not be friends or family so that you can gain experience in a genuine workplace context.

It is not possible to complete the course watching recordings of coaching. Peer coaching is an integral part of the qualification and will take place during each session. It is important you are able to take part in the experiential practice sessions with your fellow learners and our tutor will also need to see your practice to be able to give you written feedback as part of your portfolio of evidence.

“

This programme gave me the tools to transform stress into a strength. My leadership style is more focused, and my team is thriving.

Sarah L.
Programme Graduate

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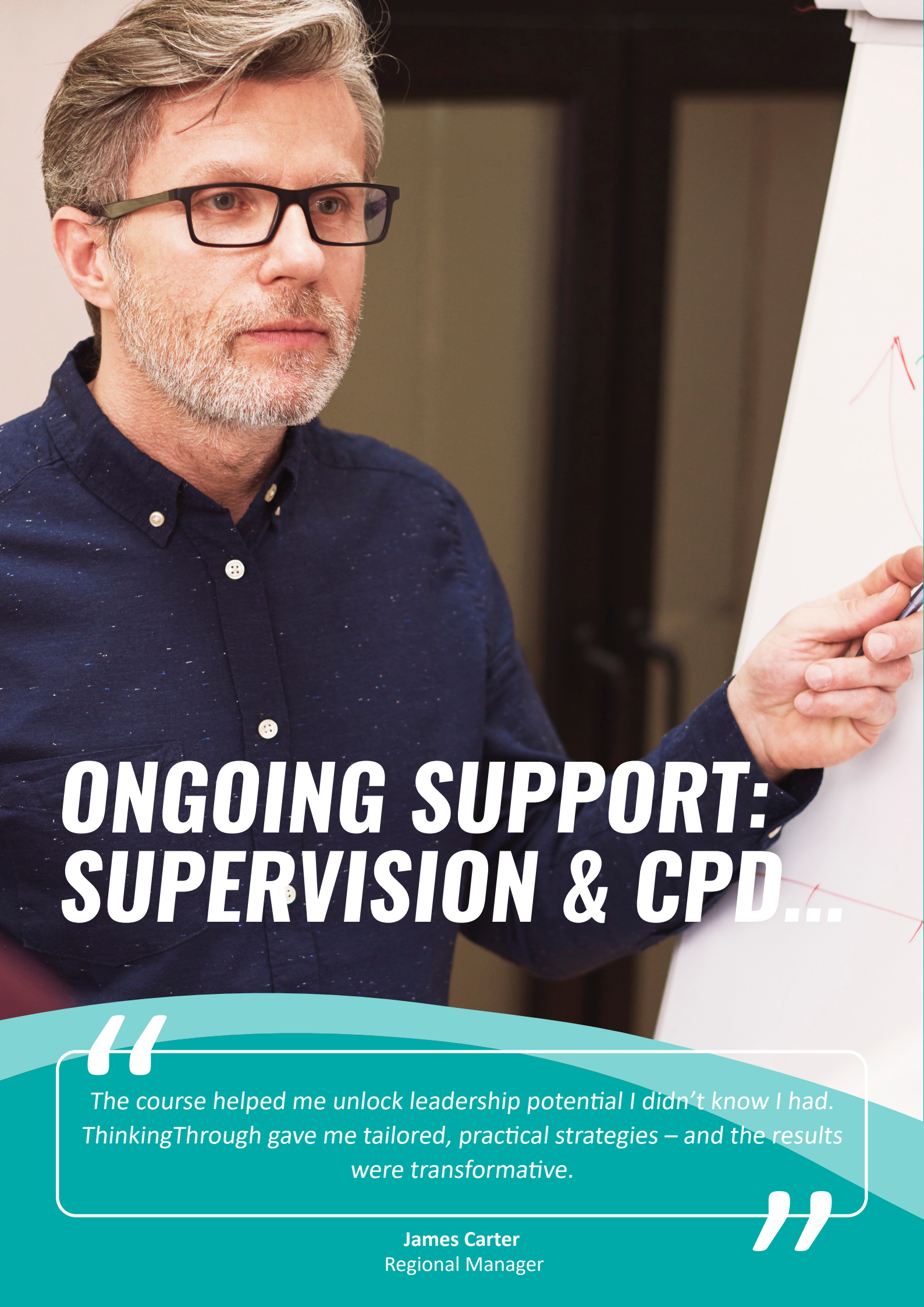


Benefits for you

- Gain a recognised qualification to enhance your career prospects.
- Build practical coaching and mentoring skills you can apply immediately.
- Develop greater self-awareness and communication skills.
- Learn how to unlock potential in others while building trust, rapport and psychological safety.
- We will help you understand the brain science that will make your coaching conversations even more powerful.

Benefits for your organisation

- Foster a coaching culture that drives engagement, innovation, and performance.
- Improve leadership capability at every level.
- Support talent retention and career progression that leads to high performing teams.
- Create an environment where people feel valued, supported, and empowered to excel.
- Build internal coaching capability backed by evidence-based practice.

A man with grey hair and glasses, wearing a dark blue button-down shirt, stands next to a whiteboard. He is holding a pen in his right hand and looking towards the camera. The whiteboard has some faint red lines drawn on it.

ONGOING SUPPORT: SUPERVISION & CPD...

“

The course helped me unlock leadership potential I didn't know I had. ThinkingThrough gave me tailored, practical strategies – and the results were transformative.

”

James Carter
Regional Manager

We don't just train coaches and leave them to it...
We can provide on-going support and CPD:

- **Ongoing supervision:** ensuring quality, ethical practice, and professional growth.
- **CPD sessions:** keeping skills fresh, relevant, and aligned with the latest best practice.
- **Community of practice:** connecting your coaches with peers for shared learning and support.

This ongoing investment ensures your internal coaches stay confident, capable, and compliant with professional standards.

Internal vs external coaching

Where internal coaches shine

- **Context-savvy:** They speak your language, they know the acronyms and get the constraints, they get to heart of the matter quickly.
- **Moments that matter:** Onboarding, role transitions, first-time manager support, returners, and they assist in building your culture of developing your staff and assist in change management.

Where externals are still better (the balanced view)

- Senior/executive dynamics where politics, confidentiality, or power distance make internal pairing tricky.
- Specialist needs (e.g., complex board dynamics, high-stakes remedial work).
- Fresh challenge when the culture itself needs a jolt.

The smart move is a hybrid: a strong internal bench plus a curated external panel.

COURSE TRAINING DAYS

DAY 1 - Core coaching skills

- Principles of coaching
- Coaching versus mentoring
- Communication Skills – Introduction
- Conditions for effective coaching - What needs to be in place?
- Goal-focused coaching models
- Trust in coaching
- Listening beneath the surface
- Values and Motivation
- The Skilled Helper Model

DAY 2 - Core Coaching skill in an organisational context

- Managing the process
- Ethical considerations in coaching practice
- Presence: Overview and skills practice
- Listening beneath the surface
- Contracting: Why is it important and what should be included?
- Planning your coaching sessions
- What are the benefits of implementing coaching
- Creating a coaching culture
- Goalsetting

DAY 3 - Supervision and reflective practice

- Reflective practice & Supervision
- Providing helpful feedback and constructive challenge
- Knowledge, Skills & Behaviours - Critical review of recommended coach competencies
- Measuring impact
- Working with diagnostics and psychometrics
- Your Coaching Profile
- Applying neuroscience in coaching
- Managing yourself as a coach

DAY 4 - Coaching for Wellbeing

- Psychological Safety underpinnings
- SCARE model threat to reward
- Motivational Interviewing
- Solution-focused coaching and WOOP
- SWOT / Personal Development Plan
- Cognitive Behavioural Coaching
- Resilience: Strategies and Support

DAY 5 - Team and Group coaching

- What are the differences between Team and Group coaching
- Storming Norming, forming and Performing
- Building a shared identity in a team
- Managing group dynamics

Cost

ILM5 Coaching and Mentoring Certificate

Online - £1810 plus VAT

Face to Face - £2000 pp plus VAT

Discounts available for inhouse groups

To get started, please reach out to us at:

contact@thinkingthrough.com

One of our expert advisors will get in touch to recommend the best course for your needs and discuss pricing options.

BECOME A BETTER LEADER TODAY

Ready to unlock your potential and transform your leadership career? ILM-Level 5 Accredited Coaching & Mentoring Training programme offers a clear path to growth and influence. Our admissions team can help with career options, funding, unit choices, or enrolment.

Enrol now or contact us to learn more.



Thinking Through

ACADEMY

With some of the most qualified experts in the fields of leadership and neuroscience, you'll get an unrivalled educational experience that drives career progression...

contact@thinkingthrough.com



LEARN 100% ONLINE

Train anywhere with our online courses.



ACCELERATE YOUR LEARNING

Ask your tutor questions in our live training sessions.



TUTOR SUPPORT

Support from our expert tutors along the way.



PAYMENT PLANS

Spread the cost with our payment plans.

ThinkingThrough... is a trading arm of:

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