

BRAND NEW PROGRAMME FOR 2026

Future Leaders & Innovators Programme

Leadership & Project Management Development Programme

This programme equips leaders to confidently manage improvement projects, develop their teams, and drive meaningful change. Through practical tools, reflective leadership development and real-world project delivery, participants strengthen capability, enhance collaboration, and create measurable service improvements. It's a focused, accredited route for leaders who want to grow, support others and positively impact outcomes within their departments and across the organisation.

Level 4 Apprenticeship · ILM Level 5 Certificate · 18 Months Programme Length

£7,000

Fully Funded Places

18

Months on Programme

15

Face to Face Sessions

PROGRAMME OVERVIEW

Two qualifications

One thriving leader

This programme combines the nationally recognised Associate Project Manager apprenticeship standard with the ILM Level 5 Certificate in Leadership & Management, creating professionals who understand their self, teams and broader organisation, identify areas for development and lead project to implement change.

Level 4 Associate Project Manager Standard

Level 4 apprenticeship covering project lifecycle delivery, stakeholder engagement, risk management, budgeting, scheduling, quality assurance, and governance.

- Project Lifecycle Management
- Risk & Issue Management
- Budgets and Data - Monitoring & Analysis
- Stakeholder Engagement & Management
- Quality Improvement & Management

ILM Level 5 Certificate in Leadership & Management

Develops strategic leadership capabilities through six focused units covering innovation, organisational environment, project management, presentations, leadership, and continual professional development.

- Becoming an Effective Leader
- Leading Innovation & Change
- Understanding the Organisational Environment
- Managing Projects in the Organisation
- Professional Presentations
- Managing Own CPD

Future Leaders and Innovators Programme

Empowering professionals to lead with confidence, drive innovation and deliver meaningful change.

Programme Structure

The Future Leaders and Innovators Programme is designed to develop confident, capable and forward-thinking colleagues who are ready to lead with clarity, compassion and impact. Through a blend of leadership development, organisational insight and applied project-management skills, participants learn how to drive meaningful improvements within their departments while strengthening their professional identity as leaders and managers.

A central feature of the programme is the development of each participant's personal leadership toolkit. Learners explore the characteristics of effective leaders, managers and teams, and use this understanding to reflect on their own practice. They develop practical communication and presentation skills, enabling them to engage colleagues, influence decisions and share ideas with confidence. The programme also strengthens the use of emotional intelligence, helping participants to manage conflict constructively, build positive relationships and lead others with awareness and empathy.

As their leadership toolkit grows, learners develop the ability to set clear objectives, delegate effectively and motivate others to perform at their best. Throughout the programme, time-management and workload-prioritisation strategies are introduced and applied, enabling participants to lead themselves well before leading others and change projects.

The programme also builds a strong foundation of organisational awareness. Participants examine the culture, values and priorities that shape the organisation's context, gaining insight into internal structures, operational and strategic plans, and external influences through tools such as PESTLE analysis. This understanding ensures their leadership decisions and improvement ideas are aligned with wider business environment.

Working independently and with key stakeholders, participants identify opportunities for innovation and quality improvement within their own departments. They apply analytical thinking to explore problems, develop solutions, and shape these into clear, evidence-based business cases. As their communication and presentation skills develop, they learn how to present proposals persuasively and confidently to a range of audiences.

Finally, the programme reinforces the practical skills required to deliver change. Participants learn to use recognised project-management methodologies and tools to plan, manage and evaluate improvement projects that deliver genuine value. By the end of the programme, learners are equipped not only to imagine better ways of working, but to make those improvements happen—sustainably and collaboratively.

High-Level Learning Aims

- Identify and explain the characteristics of effective leaders, managers and teams
- Evaluate own leadership and management capabilities to support planning, monitoring and evaluation of personal development activities
- Understand the organisation's environment including internal factors; culture and values, strategic and operational plans, and external factors; PESTLE analysis
- Work independently and with key stakeholders to identify areas for innovation and quality improvement within own department and use effective communication skills to present the business case
- Utilise project management tools and methodology to plan, manage and evaluate change projects within the department and organisation

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to submit your expression
of interest form**



How the standard and qualification align

Each duty from the Associate Project Manager standard maps directly to the chosen units within the ILM Level 5 Certificate in Leadership and Management, ensuring complete coverage and complementary development.

Apprentice Duties	ILM Level 5 Certificate - Mapping
D1 — Support the project team in delivering the lifecycle of a project.	8607-511: Plan, implement and monitor a project incl. team/stakeholder agreement
D2 — Review, analyse, and provide feedback on a business case to ensure the project remains valid.	8607-504; 8607-511: Evaluate/justify options & feasibility; apply tools and monitor validity through plan
D3 — Contribute to and deliver elements of the stakeholder engagement process and collaborate with stakeholders to communicate the project plan.	8607-511; 8607-518: Communicate plans & gain agreement; present and handle questions.
D4 — Develop, update, and continually review, relevant sections of the project scope document.	8607-511; 8607-504: Set and maintain scope in plan & controls; manage change.
D5 — Prepare documents or diagrams which illustrate and deliver the key milestones and stages of a project schedule.	8607-511; 8607-518: Prepare and present project planning to outline key milestones
D6 — Plan the resources required to deliver a project or the activities within the project.	8607-511: Resource planning & tracking in implementation plan
D7 — Use quality management systems to ensure that project delivery meets legislative and local requirements.	8607-511; 8607-507: Monitor controls and consider legal requirements
D8 — Identify and manage risks and opportunities, to drive the successful delivery of the project.	8607-511; 8607-504: Plan/monitor risks ; Evaluate and mitigate risks via change planning.
D9 — Contribute to the production and presentation of the key project documents through governance to gain approval.	8607-518; 8607-511: Governance presentations and gaining project approvals
D10 — Monitor and report on budget forecast, spend and variance.	8607-511 AC 1.4: Set and monitor project budget
D11 — Collate, analyse, and report on data relating to project performance.	8607-511: Collate/analyse/report performance data & feedback.
D12 — Monitor performance trends and process change controls to support the management of project scope.	8607-504; 8607-511: Change controls & monitoring (504 LO3) and trend tracking (511 AC 1.4).
D13 — Review the project and report on lessons learned which contribute to continuous improvement for future project delivery.	8607-511; 8607-504: Lessons learned & self-evaluation; Lead improvement through change outcomes
D14 — Contribute to the project objectives and KPIs which drive and improve performance and sustainability goals.	8607-507; 8607-504: PESTLE/policy drivers to inform KPIs; Leading change to deliver outcomes .