



Made to Measure Mentoring Ltd

# IMPROVING PERFORMANCE THROUGH LEADERSHIP AND MANAGEMENT



M2M2 is an international leader in enhanced professional development for leaders and managers. Our courses have been designed to help individuals and organisations to be the best versions of themselves. They offer a blend of face-to-face and online course delivery, supporting learners as they complete their written and practical work. This overview outlines which courses are on offer, dates, a brief overview of our senior trainers plus a few words from satisfied clients. If you have any questions or would like a chat about our approach, please email **Tony Robinson** here.



### LEADERSHIP AND MANAGEMENT

Overview



### COURSE CALENDAR

2023-2024



### LEVEL 3

Overview



### LEVEL 5

Overview



### LEVEL 7

Overview



### ON COURSE

Delivery Team



### TESTIMONIALS

And Accreditation

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HELPING INDIVIDUALS AND ORGANISATIONS BE THE BEST VERSIONS OF THEMSELVES

[www.m2m2.co.uk](http://www.m2m2.co.uk)





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# M2M2<sup>®</sup> COURSES LEADERSHIP & MANAGEMENT 2023 - 2024



**M2M2's suite of qualifications starts at Level 3 (ideal for team leaders / junior managers) and ascends to Level 7 (suited to senior managers, such as a CEO).**

Each level can be achieved at Award, Certificate, or Diploma status depending on the number of credits gained at that level.

Courses are also available without qualifications for an individual's Continuing Professional Development (CPD).

Qualification levels are set by regulatory frameworks, and broadly equate to levels of management position. They also indicate a qualification's level of complexity.

As you climb the levels, the qualifications demand more complex, comprehensive skills and knowledge.

Qualification level	Management level (practising or aspiring to practise at this level)	Sample qualification
<b>Level 3</b>	<ul style="list-style-type: none"> <li>– Junior manager</li> <li>– First-line manager</li> <li>– Supervisor</li> </ul>	Level 3 Award, Certificate, and Diploma in Leadership and Management  Level 3 Certificate in Coaching and Mentoring
<b>Level 5</b>	<ul style="list-style-type: none"> <li>– Middle manager</li> </ul>	Level 4 / 5 Award, Certificate and Diploma in Leadership and Management  Level 5 Certificate and Diploma in Coaching and Mentoring
<b>Level 7</b>	<ul style="list-style-type: none"> <li>– Senior leader</li> <li>– CEO</li> <li>– Director of large divisions</li> </ul>	Level 7 Award, Certificate and Diploma in Leadership and Management  Level 7 Certificate and Diploma in Executive Coaching and Mentoring

All courses will be run at a Guildford venue or by remote link unless otherwise stated. Courses can be delivered exclusively for clients for their workforce at venues of the client's choice or remotely by video link (minimum numbers apply).

For further information please email [Tony Robinson](#) here.





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# M2M2<sup>®</sup> LEADERSHIP AND MANAGEMENT COURSE CALANDAR 2023-24



## Level 3 Award in Leadership and Management

An introduction to leadership and management theory and practice, which is supported by follow-up webinars and the M2M2 Online Academy. The course allows candidates to complete the Level 3 Award in Leadership & Management or to experience robust CPD at the introductory level.

**The two-day 'live' online Level 3 Award course**  
**Course dates:**  
**1st & 2nd March 2023**

**The two-day face-to-face Level 3 Award course**  
**Course dates:**  
**7th 8th June 2023**

## Level 5 Courses in Leadership and Management

This course will allow candidates to complete the Award in Leadership and Management, or to experience robust CPD within this area of expertise. The course is recommended for middle managers and those seeking promotion to senior management positions.

**The four-day Level 5 Award course**  
**Course dates:**  
**Days 1 and 2**  
**7th - 8th March 2023**

**Days 3 and 4**  
**28th - 29th March 2023**

**Level 5 'Live' online Award course**  
**Course dates:**  
**Days 1 and 2**  
**20th - 21st June 2023**

**Days 3 and 4**  
**4th - 5th July 2023**

Coursework and assignments will be set between Day 2 and Day 3 together with final assignments set on Day 4 for completion by 30th June 2023.

A minimum number of candidates is required for the course to run.

## Level 7 Courses in Leadership and Management

### Certificate

#### Online remote course

This course (split over approximately three months) will allow candidates to complete the Certificate in Leadership and Management, or to experience robust CPD in that subject area at senior level. Courses are delivered live by remote communication platform, supported by follow-up webinars and the M2M2 Online Academy.

**Course commencement dates:**  
**9th March 2023**

### Diploma

The Diploma requires three modules including the Certificate module shown above. (\*\*Please see Leadership Overview 3-7). Supported by online webinars and the M2M2 Online Academy. Candidates may begin the programme at the start of any term.

#### Additional Module start dates:

**Module 2 - 18th September 2023**

**Module 3 - 1st February 2024**

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## LEVEL 3 AWARD IN LEADERSHIP AND MANAGEMENT 2023-2024



The Level 3 Award is ideal for individuals who have management responsibilities but no formal training and, are serious about developing their abilities. The course particularly supports practising team leaders seeking to move up to the next level of management, and managers who need to lead people through organisational change, budget cuts, or other pressures.

### There are many benefits for individuals, including:

- Gaining a range of key management skills.
- Putting new skills into practice in your own role.
- Building leadership capabilities.
- Motivating and engaging teams, managing relationships with increased confidence.
- Developing leadership skills-driven knowledge, values, and motivations.

### The increased value for employers including:

- Developing influential first-line managers.
- Better relationships and communication in teams.
- Measurable results: workplace-based assessment ensures new skills are effectively transferred through the organisation.
- A broad range of optional units – qualification can be tailored to your organisation's learning and development needs.

The following units provide the knowledge and understanding needed by a practising or potential first-line manager. Two units from the list form the qualification:

- Understanding innovation and change in an organisation.
- Planning change in the workplace.
- Contributing to innovation and creativity in the workplace.
- Understanding leadership.
- Understand how to establish an effective team.
- Understanding conflict management in the workplace.
- Understanding training and coaching in the workplace.
- Understanding organising and delegating in the workplace.
- Managing workplace projects.

- Understanding performance management.
- Understanding marketing for managers.
- Leading and motivating a team effectively.

### Delivery

- 3 days taught / facilitated
- Additional research
- Two assessed units to achieve qualification.

All courses will be run at a Guildford venue or by remote link unless otherwise stated. Courses can be delivered exclusively for clients for their workforce at venues of the client's choice or remotely by video link (minimum numbers apply).

For further information please email [Tony Robinson](mailto:Tony.Robinson@made-to-measure-mentoring.com) here.



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# LEVEL 5 AWARD IN LEADERSHIP AND MANAGEMENT 2023-2024



The level 5 qualification develops skills and experience, improving performance and preparing individuals for senior management responsibilities.

**There are many benefits for individuals, these include:**

- Utilising core management techniques to drive better results.
- Developing your ability to lead, motivate and inspire
- Providing strategic leadership as well as day-to-day management.
- Benchmarking managerial skills.
- Raising your profile in the organisation.

**The increased value for employers is clear. This includes:**

- Encouraging strategic thinking at this level. of management, to foster business improvement.
- Engaging middle managers with training and development – this qualification is designed to provide clear, measurable benefits to career-minded professionals.
- Customising this qualification to developmental needs.

**Units offered (two units from the list below form the qualification):**

#### **Becoming an effective leader**

- To develop knowledge and understanding of effective leadership as required by a practising or potential middle manager.

#### **Developing and leading teams to achieve organisational goals and objectives**

- To develop understanding and ability in developing and leading teams, as required by a practising or potential middle manager.

#### **Leading innovation and change**

- Develop understanding and ability of leading innovation and change as required by a practising or potential middle manager.

#### **Understanding the skills, principles and practice of effective management coaching and mentoring**

- Understand the role and contribution of coaching and mentoring to individuals and organisations.

#### **Understanding organisational culture and ethics**

- Develop understanding of organisational ethics and culture and their influence on leadership style and organisation structure, as required by a practising or potential middle manager.

#### **Managing projects in the organisation**

- To develop understanding and ability to be able to manage projects as required by a practising or potential middle manager.

#### **Managing stress and conflict in the organisation**

- To develop understanding and ability to be able to manage stress and conflict in own organisation, as required by a practising or potential middle manager.

#### **Understanding the organisational environment**

- To develop knowledge and understanding of the organisational environment as required by a practising or potential middle manager.

#### **Delivery**

- 4 days taught / facilitated
- Additional research
- Two assessed units to achieve qualification.

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# LEVEL 7 AWARD, CERTIFICATE OR DIPLOMA IN LEADERSHIP AND MANAGEMENT 2023-2024



Level 7 qualifications are designed for existing and aspiring senior managers, who recognise they must satisfy various stakeholders and want to invest in their own personal brand. The courses enable learners to create organisational and personal impact through high level engagement with practice, innovation, and critical thinking, underpinned by practical and applied research and the application of theoretical frameworks.

Learners can opt to study for the Award, Certificate or Diploma

Should a learner wish to study for the Diploma, they must complete the Certificate Unit first.

## Award

The Award in leadership and management consists of one, flexible, mandatory unit that allows the learner to identify and work on the areas of leadership and management development specific to their own work.

### One mandatory unit:

Developing strategic leadership and management capability.

### Delivery

- 4 days taught / facilitated learning
- 2 x project tutorials
- Additional research
- One assessed unit to achieve qualification.

## Certificate

The Certificate in Leadership and Management consists of one, mandatory unit that allows the learner to take a data-driven, enquiry-based approach to their management development.

### One mandatory unit:

Developing leadership and management capability through enquiry.

### Delivery

- 4 days taught / facilitated learning
- 2 x project tutorials
- Additional research
- One assessed unit to achieve qualification.

## Diploma

The Diploma in Leadership and Management consists of two additional mandatory units to the Certificate level. The first focuses on presenting arguments for change, constructing business cases and leading change implementation, the second on the creation and maintenance of high-performance cultures.

### Two mandatory units:

Developing a high-level business case and

Developing and maintaining a high-performance culture and optimising resources.

### Delivery

- Total of 4 days taught / facilitated learning (per unit)
- 2 x project tutorials per unit
- Additional research
- Two assessed units to achieve qualification.

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## ON COURSE DELIVERY TEAM



**Gary Henderson**

Gary is a senior business executive and visionary leader with over 25 years' experience in high profile and complex organisations. An educator by profession, he led a number of high performing national and regional teams that achieved success between 1995 and 2017, including national coaching teams, five England rugby teams, and representative international touring teams. He has delivered coaching and mentoring to business as an Executive Business Coach at Ashridge Business school.

At M2M2, he is a delivery lead for ILM Level 7 as well as being an integral part of the executive group directing our work on both the ATC contract for the British Army and our programmes for the NHS. Previously, Gary held senior positions at 4global Consulting, as Chief Commercial Officer, the British Judo Association, including Director of Corporate Services and Head of Performance Operations, and spent 13 years at the Rugby Football Union in a variety of roles including Head of Coach and Player Development.

He is a Trainer for World Rugby and World Academy of Sport, Chairman of the Sussex RFU Ltd and Non-executive Director at BaseballSoftball UK.



**Toni Corbin**

Toni is a key member of our coaching, mentoring and assessment team, bringing 24 years' experience in the education system and post qualified roles, with a focus on individual and team performance development.

Her track record includes positions as Student Union President, University Governor, PE Curriculum Team Leader, assistant head of year, secondary schools mathematics and PE teacher, primary schools mathematics liaison teacher and active membership of various teaching and learning working parties.

A highly emotionally intelligent coach and mentor with a strong commitment to developing human capital, Toni's operational experience of pastoral care has embraced both academic and welfare issues. One example of this was her involvement with Bristol University's Youth Offending Services Volunteers Scheme, 2001, where she assessed volunteers for their roles as reparation facilitators within their local community Youth Offending Service programmes.

She represented Great Britain in athletics and played rugby for Wasps.



**GARY HENDERSON  
TONI CORBIN**

**DR ANDY MILES  
MARIE THAKE**

**DICK MATTHEWS  
SIMON WINMAN**

**TONY ROBINSON  
GEORGE MATTHEWS**

**ADAM GRIFFITH**





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## ON COURSE DELIVERY TEAM



### Dr Andy Miles

Andy is an experienced educator, curriculum designer and people developer with a long-term track record of success working in the sports industry and, more recently, with the military and other public and private sector organisations.

Alongside his role at M2M2, he remains a Principal Lecturer at Cardiff Metropolitan University's School of Sport and Health, where he led the project to set up the FIFA Sports and Exercise Medicine Centre, and has worked with numerous elite performers and coaches. He ran his own business offering sport education and mentoring programmes and qualifications from 2014.

As co-founder of Made to Measure Mentoring, he led the academic development of the British Army's ATC contract, the RMP's Project Mentor and the Command Sergeant Major's Level 5 Mentoring Course. An experienced PhD supervisor, he leads the development and delivery of International Professional Development Programmes (NIPDP) for NATO in the USA and Belgium and manages our university partnerships as Chair of the M2M2 Academic Board. He is a published author of academic journal papers, book chapters and professional articles and a regular contributor to professional development seminars, workshops and training events. A former endurance athlete, he completed the Ride Across Britain from Land's End to John O'Groats, raising money for a school in the Gambia.



### Marie Thake

Marie is a qualified executive and life coach who joined M2M2 after many years work in people development for the Rugby Football Union, and with organisations including HBOS and Prudential. She works with clients to develop their people emphatically in line their their company's strategy to achieve the organisation's vision.

Marie's seeks to engage people to learn, develop a passion for growth, and empower curiosity to enhance self-awareness and encourage them to inspire others. Passionate about being able to make a difference, she brings particular strengths in applying emotional intelligence to day-to-day life, enabling people to choose actions and behaviour that respond to their emotions instead of being led by them.

Her approach is designed to help understand the emotions of others, and to deal effectively with people and problems in a way that reduces conflict and hostility, develops collaboration, enables people to feel included, and produces positive interactions.



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## ON COURSE DELIVERY TEAM



### Dick Matthews

Dick plays a key role for us in delivering ILM Level 5 in Coaching and Mentoring as well as both the Army Trainer Capability programme and the NATO International Professional Development Programme in Norfolk, Virginia, USA.

One of our most senior and experienced team members, Dick spent 38 years working in secondary education as PE teacher, Geography teacher, Head of Department, Deputy Headteacher, Headteacher and Consultant Headteacher. During that time, he has also led the RFU leadership academy and coached the Cambridge University rugby team to six wins over Oxford.

He has been a mentor on the National Professional Qualification for Headteachers & Middle Leaders in Education, a Mentor for the Rugby Football Union on the L3 & L4 coaching qualifications, and a rugby coach up to and including international level.



### Simon Winman

Simon joined M2M2 in 2018 as a key member of the coaching, mentoring and delivery team on ILM courses for both public and private sectors. An accomplished senior leader with over 20 years of experience of leading a portfolio of programmes to help build sustainable sport, he held a number of influential roles at the Rugby Football Union (RFU) between 1997 and 2018. These included designing and pioneering the RFU facilities strategy from its inception in 2003 to the point at which over 3,000 awards had been made, generating £200m+ of investment into the grass roots of the game.

Simon was a member of the Rugby Development Senior Management team from its establishment in 2012, and led cross-functional planning for the Rugby World Cup 2015. As well as delivery of M2M2's ILM programmes, he also delivers executive education specialising in the relationship between positive culture, leadership, and behaviours. He has been a mentor on the National Professional Qualification for Headteachers and Middle Leaders in Education, a Mentor for the Rugby Football Union on the L3 and L4 coaching qualifications, and a rugby coach up to and including international level and as Assistant Coach for Oxford University RFC between 1992 and 2001.

He has an Advanced Certificate in Sports Governance and Administration, and a Management and Leadership Certificate from Ashridge Business School.



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## ON COURSE DELIVERY TEAM



### Tony Robinson

Tony has over 30 years' experience in mentoring, coach education, teaching and business and, after 10 years in coach and player development with the Rugby Football Union (RFU), left in 2016 to develop his own mentoring businesses. He has subsequently worked with senior teams in organisations including the British Army, the International Olympic Committee, the RFU and NATO.

As co-founder of Made to Measure Mentoring Limited, he led the commercial development of the £4.8million Army Trainer Capability (ATC) contract, having previously helped develop both the RMP's Project Mentor and the Cast / Catt mentoring project.

Now leading our community of mentors and coaches in the UK, he is the commercial lead for our work with NATO and heads the team providing pastoral support to NATO's Professional Doctorate programme. He is an ILM Level 7 accredited mentor trainer, a World Academy of Sport Master Trainer and a World Rugby Trainer for Coaches and Match Officials.

He was a first-class rugby player with Saracens and London Scottish, and represented England as a student.



### George Matthews

George specialises in developing effective leaders and teams at all levels to succeed in challenging and complex scenarios.

A former military officer, he is highly proficient in delivering individual competence and organisational capability enhancement programs across a range of businesses and high-risk industries. His recent experience includes work in the UK nuclear industry, Unilever, and the Institute of Environmental Management & Assessment (IEMA), as well as multi stakeholder construction projects and UK sporting bodies.

George is a skilled coach and mentor.



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## ON COURSE DELIVERY TEAM

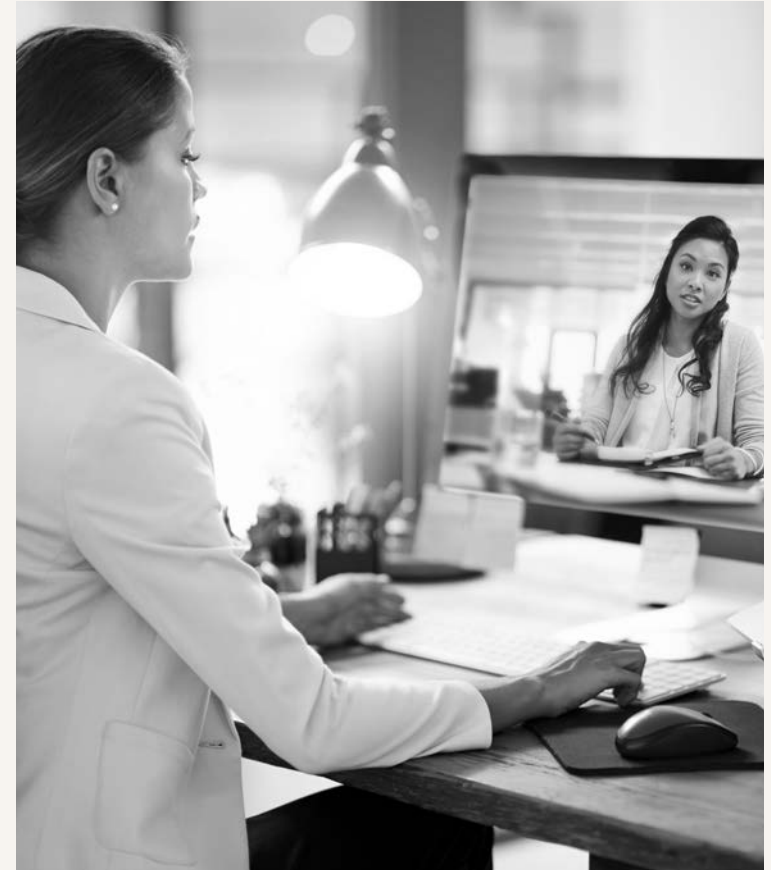


### Adam Griffiths

Adam is a senior leader and leadership trainer with extensive experience in major programme delivery and transformational change to optimise team performance.

A former high level army officer, he served in key roles, including Chief Mentor to the Afghan National Army Officer Academy in Kabul, Colonel of Training at the Royal Military Academy, Sandhurst, Commanding Officer of the Argyll and Sutherland Highlanders, and most recently as Deputy Chief of Staff for NATO's Allied Rapid Reaction Corps.

He is currently mentoring an NHS partnership medical director and working as mentor and advisor to a global cross-company, cross-sector mentoring program, creating change and advancing diversity and inclusion. He represented the Army, Combined Services, Scotland Under 21 and Scottish Students as a rugby player, and is Chairman of Army Representative Rugby and an Executive Trustee of the Army Rugby Union, providing governance, leadership and investment in young talent (players, coaches and managers).



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# TESTIMONIALS AND ACCREDITATION WHAT OUR CANDIDATES HAVE SAID



“ I have learned how to communicate more clearly with my team and to reflect on my leadership skills... fantastic tips to improve performance by being able to look at different approaches in a more focused way.”

‘ Reliable, client focused and always going the extra mile, M2M2 counts some of the most senior and influential leaders as clients, who frequently turn to them for facilitation and advice.’

“ Leadership development that, without doubt, has had a positive and long-term impact on how our teams are led and how they function.”

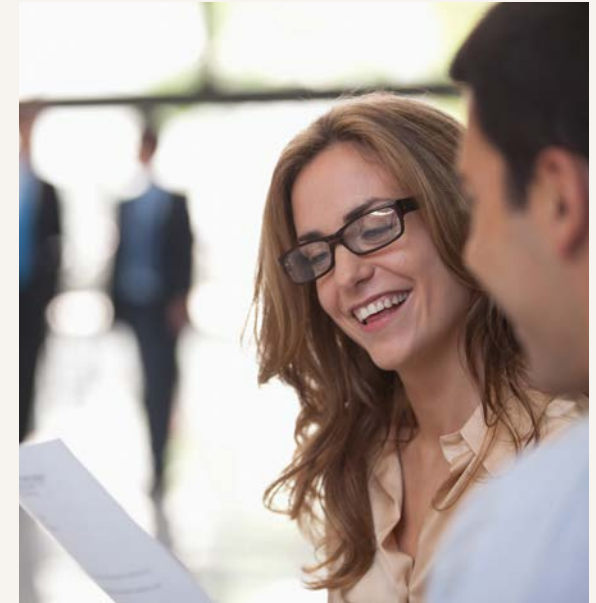
“ Opened up a new approach to my everyday job and life, which has also had a very positive impact on my colleagues.”

“ Thank you M2M2, couldn’t have done it without your guidance.”

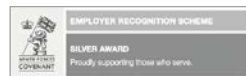
“ Professional, understanding and empathetic towards individual needs, M2M2 are quite simply an outstanding training provider and I am extremely grateful for what they did for me as a student.”

“ It has set me up for starting a degree in the coming months and I am now confident that I have the skills to progress my education.”

“ WOW!”



M2M2 are proud to be accredited by the following organisations



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