# Leadership Development for Heads of Discipline

## Background

Head of Discipline/Department is a key position in any College and the range of tasks can be varied and challenging.

As part of the new Exeter Academic initiative, in 2015-16 discussions were held with a wide range of staff about our priorities for developing Academic Leaders focusing on the complex roles of Heads of Discipline/Department in all six Colleges.

PVCs, Academic Leads, existing HoDs, DoEs, DoRs, and (at the time) College Registrars and HRBPs were all consulted. The outcomes of these discussions were:

* We needed to support HoDs more effectively by giving them the chance to get together and share experiences and help each other
* HoDs expressed a need to learn more about people management – tools, procedures, help available and skills required
* Further development of leadership capability was clearly of interest to some who were looking to build on HoD experience and were already aspiring to more senior roles.

In response to this feedback, a range of learning opportunities were piloted in 2016/17 and th4ese are being continued and built upon as we go forward.

## Development aims

1. Help Heads of Discipline understand the context in which they are working: what is expected of them and the implications for them as leaders.
2. Develop a community of practice: to meet, exchange ideas and solve problems.
3. Provide opportunities to share, make sense of and reflect upon individual challenges with a coach.
4. And ultimately, bring greater consistency to the way subject disciplines are led across the University; our standards and reputation rest on the success of this role.

To find out more information about the programme please contact peopledevelopment@exeter.ac.uk