**Diversifying Leadership: Sponsors**

As part of the Diversifying Leadership programme, participants are asked to seek out a sponsor from within their institution who will support them throughout (and potentially beyond) the duration of the programme. The time commitment will be negotiated between the sponsor and the participant.

We ask that sponsors provide a note of support/endorsement (on letter headed paper) to include the following information:

|  |  |
| --- | --- |
| **Sponsor name**: **Title/job title**: **Email address**:  | **Institution**: **Participant name**:  |
| **Statement of support and commitment from Sponsor:**  |

**Selecting a Sponsor**

**Sponsor Toolkit**

HEFCE and the four funding councils have commissioned Advance HE to create a [toolkit for sponsors](https://www.advance-he.ac.uk/programmes-events/development-programmes/new-to-leading/diversifying-leadership#Toolkit) on the Diversifying Leadership programme. It is strongly recommended that participants also engage with the materials, in particular and prior to joining the programme, Section 2 – The role of the sponsor. This will help inform participants when selecting their sponsor. Participants can directly approach a senior member of staff to be their sponsor or alternatively seek advice from either HR & Staff development department and/or the Equality & Diversity Lead within their institution.

**Role of a Sponsor**

Sponsorship is a special kind of relationship in which a more senior colleague provides structured support which may include:

* creating research productivity;
* career advice & guidance;
* navigate internal politics & structures; and
* provides access to projects

The Sponsor also uses his or her influence with senior members of staff to advocate for the participant.

**Benefits for Sponsors**

Acting as a Sponsor can help in the development of leadership skills and characteristics such as:

* **Action-Oriented Judgment:** by making decisions that moves the participant forward.
* **Task Competence**
* **Understanding employees and their needs:** effective sponsors pay attention to participants and genuinely care about helping them succeed, which translates to others.
* **Capacity to motivate people:** through inspiring a participant and motivating them to do their best.
* **Trustworthiness:** participants need to be able to depend upon and trust the person leading them.
* **Self-Confidence**
* **Adaptability and Flexibility:** by developing an ability to think outside of the box and adapt quickly to changing situations for the participant.
* **Creativity:** perhaps most importantly in terms of leadership skills, a sponsor not only possesses their own creativity, they are also able to foster creativity in the participant and ultimately among their staff members.

**Submitting your application**

The deadline for applications for Diversifying Leadership is the 20th of November 2020.

Please submit your application to: edi@exeter.ac.uk

Include: Diversifying Leadership in the title of your email.