# Faculty Leadership Development Programme Overview

# 1. Programme Launch event

# 2. Team Building (Ranmore Consulting)

# **3. Strong Induction**

## Key topics aimed at

- (1) Effective people management
- (2) Skills and knowledge development around essential operational areas

# 4. Skills Development

#### Structured programme of leadership skills development

- (1) Delivered principally by external specialist training provider
- (2) Features 180 Review
- (3) Specialist programmes are also being developed to address specific training needs for Senior Academic Leaders, Academic Mentors, PGR Supervisors, Early Career Research Leaders. Others will follow.

# 5. Thematic Development

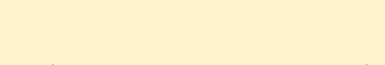
### Engage Series (HoD DoR, DoE, DoGE)

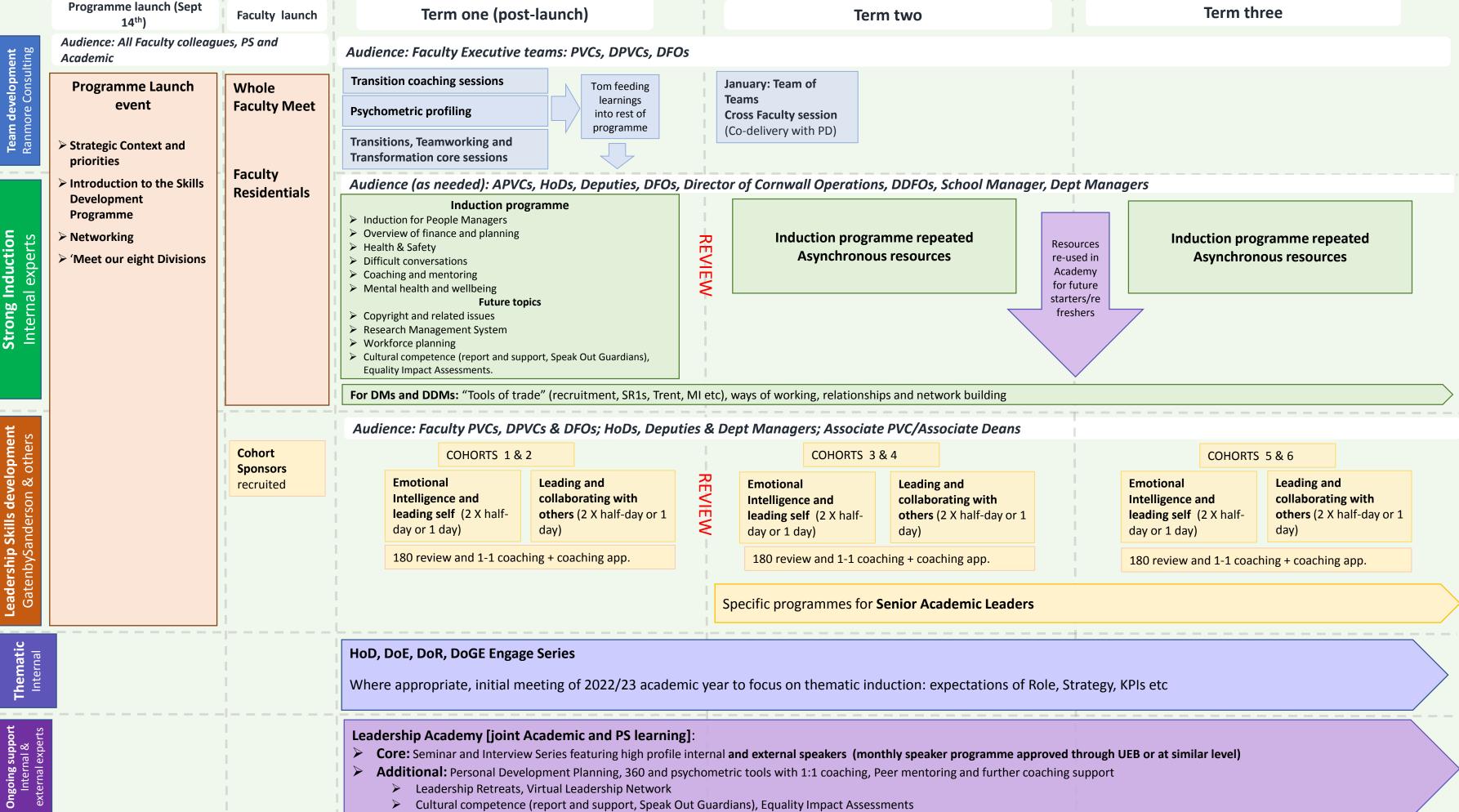
- (1) Re-launched Series in Term 1 can include thematic induction looking at role expectations, KPIs, strategic context etc.
- (2) Possibility of Action Learning

#### 6. Ongoing Support

# Leadership Academy

- (1) Open to all Leaders in all job families
- (2) Aimed at those who have completed the Leadership Skills programme (current or since its launch in 2020)
- (3) Features a high profile speaker programme, online resource hub and other services to support continuing leadership development





Strong Induction

Cultural competence (report and support, Speak Out Guardians), Equality Impact Assessments