

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

