The Leadership Difference

About

Our core leadership development programme for Academic and Professional Services leaders is our [award-winning](https://www.uhr.ac.uk/cpd/awards/awards-2021) Leadership Difference. The programme promotes a professional and supportive leadership community and recognises the role of leadership in enabling our institutional ambitions and embedding our values.

Programme Content

Core modules

The programme begins with Onboarding and action planning. All delegates undertake a 180 review and are offered 1:1 coaching.

Further 2.5-hour modules run over several months:

* **Leader as coach:**

This practical module will explore the values and skills that underpin effective coaching, to support you in enabling others to maximise their potential, to perform well and to become more confident and self-accepting. Module aims include:

* To identify the value of coaching and the values of good coaches
* To examine the impact of coaching on performance, self-awareness and accountability
* To practice key coaching skills
* **Leading self:**

Self-awareness (learning how we see, experience and respond to people and situations) is vital if we are then to positively affect people and situations in a leadership capacity. This module aims to:

* To explore and observe our self-perception as leaders
* To identify how our motivations and drivers affect our leadership and the environments we create
* To understand power and influence in our roles as leaders
* **Leading systems**

When operating in change and complex challenges, leaders and teams need to work increasingly across boundaries, build wider partnerships and become comfortable with multiple uncertainties. In this module we will explore a variety of perspectives on organisational systems and how your leadership skills and strategies can affect your particular system. This module aims to:

* To explore the role of leadership within a system for positive change
* To assess opportunities for collaboration
* To build trust and opportunities for co-creation through transformative conversation
* **Leading teams**

Highly effective teams are one of the clearest determiners of a successful and competitive organisation. All employees should have the opportunity to experience the cohesion and achievement of outstanding teaming. In this module you will explore the role of leadership in driving team effectiveness, and the impact of leadership on team culture.

* To quantify the characteristics of high performing teams
* To identify the key tasks and conversations for effective team leaders
* To empower teams through the creation of an environment of trust.

Additional 90 minute optional webinars will be available throughout the Spring Term, covering topics such as:

* Protecting team time
* Goal-setting
* Developing leadership wisdom
* Leading in demanding times
* Leading through change
* Conflict management and resolution

The programme with culminate in Annual Leadership Celebration (Summer 2024), with:

* Keynote speakers
* Breakout sessions
* Celebration of completers
* Lunch and Networking

FAQs

**Target Audience**

Those in existing leadership positions who are comfortable with day-to-day people management and wish to develop more strategic leadership approaches, understand their personal impact and role in enabling high performing systems.

**Time commitment:**

Core (5 cohorts with various start points throughout Terms 1 and 2. The below core sessions run in a long and thin modular approach over 3-4 months)

* 1x 60 minute welcome webinar and
* 4x 2.5 hour in person module sessions

Optional

* 60 minute 1:1 coaching session at onboarding
* 4x 90 minute topical webinars for all cohorts across the Spring Term

**Sign-Up**

Participation in the Leadership Difference programme this year runs via a new nominations process. Each Faculty and Division have places allocated across the 5 cohorts running at different points throughout the 2023-24 academic year. Nominees are put forward by Faculty and Division Senior Leadership at intake periods each year (September and December). Please speak to your Line Manager if you are interested in the programme.

**Other Programmes:**

Other programmes are available for aspiring Managers or those looking for day-to-day People Management Skill development and these can be found on our [Exeter Leader Website](https://www.exeter.ac.uk/staff/exeterleader/).

If you have any queries please email [People Development](mailto:peopledevelopment@exeter.ac.uk) or [Janice Button](mailto:j.j.button@exeter.ac.uk) (Learning and Development Manager, Exeter Academic).