

## 1. Understand Your Role (choose the relevant module)

**SAL Development:** Your role and responsibilities in context of promotion and progression, managing absence and performance, checking-in with colleagues; support available.

[Sign-up](#)

**HoD Development:** Role of the HoD; Accountability and responsibilities; Finance and planning

Under construction

## 2. Get People Management Conversations Right (either or both modules)

**People Management Conversations:** scheduling effective, regular 1-1 reviews and conduct PDR conversations with the people you support; conducting effective workload conversations using new University level principles; setting effective objectives; reviewing progress and providing useful feedback

Attendance counts as mandatory PDR reviewer training

[Sign-up](#)

**Handling Challenging Conversations:** a high impact session providing: a deeper understanding of why conflict arises; pragmatic tools for handling challenging discussions and individuals.

[Sign-up](#)

## 3. Develop People Management Skills (choose the most relevant topic)

3a If you are new to people management — click on topic to sign-up

**My Role:** [active management](#); [management v leadership](#); [different leadership styles](#)

**Managing Performance:** [accountability](#); [planning and prioritising](#); [giving effective feedback](#); [Impact of hybrid working](#)

**My Communication:** [a communication model](#); [listening with empathy](#); [closing with action](#)

**Planning for Performance:** [agreeing expectations](#); [factors affecting performance](#); [what and how \(and our Values\)](#); [delegation](#)

3b If you have some management skills — click on topic to sign-up

**Developing Individuals:** [Importance of development](#); [motivation & engagement](#); [career development](#); [action planning](#)

**Difficult Conversations:** [what makes them difficult?](#); [preparing and opening](#); [sharing the message](#); [powering up listening](#); [conflict modes](#)

**Developing Teams:** [team building context](#); [development model](#); [5 team dysfunctions](#); [creating an inclusive culture](#); [personal styles](#)

## 4. Develop Leadership Skills (choose the best programme for you)

4a If you have not undertaken any previous leadership development enrol on **The Leadership Difference programme**

### Tools to help you

- \* 180 Review Insights
- \* 1:1 coaching (optional)
- \* Action Plan (for the Leadership Difference programme)

### Development Sessions (½ day)

1. Leader as coach
2. Leading self
3. Leading Systems
4. Leading Teams

### 90 minute Webinars

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

Nominations process in place:  
PVCs, DPVCs, Divisional Directors

### Please visit [our Website](#) for:

- \* Additional Development for Women Leaders
- \* Additional Development for All Leaders

4b If you have undertaken previous leadership development you can attend **The Leadership Academy**

### 1.5 hour webinars, expert speakers

- \* Dark Triad and Leadership
- \* Leadership in Crisis
- \* CEOs and their climate crisis blindspot
- \* Leadership in Practice
- \* Olympic success to a new understanding of high performance
- \* Leadership and Wellbeing
- \* Self-Leadership
- \* The hideous effects of destructive leadership

*NOTE: by signing up to the first session you will be sent invitations to all the sessions advertised and can accept or decline as needed.*

### Tools to help you

- \* 360 Feedback
- \* 1-1 coaching
- \* Insights profiling
- \* Action Planning

[Click to sign-up](#)

### Annual ½ day Leadership Conference

- \* Keynote speakers
- \* Breakout Sessions
- \* Celebrating Completers
- \* Networking opportunities