

SWIMM

(South West Institutions' Middle Manager Programme)

A regional management programme in a luxurious setting

SWIMM is a popular, unique and innovative, 2-day residential programme, designed to allow middle managers working in southwest universities, the opportunity to reflect on their role, develop key management skills and network with peers in similar roles across the sector.

This popular, 5 star rated programme has been running for 16 years. With over 500 past delegates, word of mouth recommendations have been key to its success. We have welcomed many delegates, nominated by their managers, who were past participants.

The flavour of the course is grounded yet innovative. Content is refreshed every year to reflect current realities and needs. The universities involved recognise the huge benefit of working regionally, meeting a wider range of practices.

Word Cloud - SWIMM 2022 delegates

If next year someone coming on 'SWIMM' asked you to describe your experience in 3 words, what would you say?



Delegates learn tools & concepts in a supportive atmosphere, away from the workplace. A highly participative course drawing on participant's experience, providing frequent opportunities to reflect on current/best practice.

Who is it for?

'Middle' managers new to role, or who wish to further develop their management skills.

After SWIMM, delegates will have:

- Furthered their understanding of the HEI context, networking with managers undertaking similar roles.
- Looked at how they see themselves as managers, management style, how people work together in teams & are motivated
- Developed management tools/ techniques to apply in workplace.
- Built personal networks to widen horizons, provide fresh insights.
- Created personal development strategies




This programme is brought to you by 'The People Advantage'

"Great structure. Great presenters. Great content. Thank you!"

Dates & Times Residential:

We offer 2 dates . In 2024 -

-  Thursday 14th March & Friday 15th March 2024
- Plus, another event in Oct/Nov 2024. TBC

Cost: £925 pp (VAT not applicable).



Includes course materials, hotel accommodation, meals, individualised profile.
(On open market, similar 2-day programme can cost £1400 without accommodation!)

'Bundled' Discounts:



1. When your university orders **6 places, 6th place is at 80% i.e., £740** (or it makes each place **£894 p.p.**) (See terms).



2. **'SWIMM + Coaching' Discounts** - see overleaf

Bookings – via University Contact

Testimonials, SWIMM Team, Venue, see overleaf

Recent SWIMM Testimonials

“SWIMM has been absolutely fantastic. A wonderful opportunity to stop and critically reflect on my management skills. Thought-provoking and the content can be applied to numerous situations. I will take back to the workplace a renewed sense of enthusiasm and a number of new techniques.”

“I loved the ‘Coaching your team for success’ session, back at the workplace, I will look at workload issues around a table, and then see how, as a team, we can affect them.”

“I highly recommend this course. the fact it is all centred around the university sector is rare. Meeting others from other areas of the university, hearing about their roles & institutions was really interesting and useful. Creating a new network of peers was so valuable. It also made me feel like I wasn’t alone by sharing my experiences and problems. Also bonding with other staff from my university. Angie and Alison were super, made us all feel so relaxed and they are very knowledgeable too.”



‘SWIMM Pool’

After SWIMM, delegates are invited to join ‘SWIMM POOL’- a community of ‘alumni’ (access to face to face/online events, networking, online resources, offers).

Venue: Our hotel is just outside the beautiful city of Bath. A luxurious conference centre in which to relax. See: www.handpickedhotels.co.uk/bailbrookhouse



SWIMM Team & Contact details:

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With over 20 years collective experience working in different universities, with professional services and academic staff at all levels; our accredited, skilful SWIMM Team Facilitators have in-depth knowledge of the challenges facing staff working in HE. And they bring insights from their considerable experience training in the private sector.

See website for more details.



‘SWIMM + Coaching’

with accredited, highly-experienced Coach, “an independent professional, able to listen, guide and advise. Excellent!”

In recent years, SWIMM participants have added 1:1 coaching afterwards with very positive feedback. You may add this at the time of booking or after SWIMM.

- Packages of 3 – 6 sessions (90 mins).

10%

Discount for SWIMM delegates

More information, testimonials see: www.angieallcock.co.uk/coaching-psychometrics/

SWIMM delegate after 1:1 Coaching

“I enjoyed the session, valued the opportunity to talk candidly. You definitely have a strong ability to make people feel at ease and listened to. Your non-judgemental approach also supported this. The session gave me some alternative perspectives on situations and viewpoints I have perhaps held onto rather rigidly, so this was beneficial as well. Thank you for your time & help.”