SWIMM
South West Institutions' Middle Managers Programme

A regional management programme for middle managers working in HE

Dates and Times

Residential: THURSDAY 19th MARCH until FRIDAY 20th MARCH 2020
Registration: 9:30 am THURSDAY 19th MARCH
Depart: 4.30 pm FRIDAY 20th MARCH

What is the SWIMM programme?

SWIMM is a unique and innovative programme designed to allow middle managers working in South West universities to network with peers in similar roles across the sector. It gives delegates the chance to reflect on their role and to further develop the key management skills and techniques needed today. The universities involved recognise that there is huge benefit in working regionally with exposure to a wider range of practices, and developing managers as a future resource for the region.

The programme consists of a two-day residential event which allows delegates the chance to learn tools and concepts in a supportive atmosphere, away from the normal working environment. The programme is highly participative, drawing on the experience of group members and providing frequent opportunities to reflect on current and best practice.

Who is it for?

The programme is aimed at 'middle' managers new to role or managers who would like to further develop their management skills. A significant part of the programme involves accessing and sharing the current knowledge and experience of being a manager, so it will not be appropriate for anyone other than managers already in post. If you are unsure of your suitability please contact the SWIMM team, see end of this flyer.

It is likely that the roles and responsibilities of participants will cover most of the following:

- Appointment, development and motivation of team members
- Managing performance, sickness and absence of staff
- Providing leadership and direction for one or more teams
- Taking and implementing decisions within the team/unit/ Dept./School/ University
- Collaboration with peers and senior staff within and outside the University
- Managing projects within the department. or across the University
- Continuous improvement - seeking ways to meet customer's needs, improve systems, processes
- Contribution to the strategic planning and development of the Dept./University

What will I get out of it?

By the end of the programme you will have:

- Furthered your understanding of the context in which HEI's operate by networking with managers undertaking similar roles in the sector
- Looked at the way in which you see yourself as a manager, your management style, and the ways in which people work together in teams and are motivated to perform
- Developed management tools and techniques which can be applied back in your own place of work
- Considered a range of management skills affecting your work and created strategies for your own development
- Considered your personal development needs, completed a learning diary.

Cost - £795 (VAT not applicable)

Cost includes: all course materials, a 24-page individualised profile , 2 day residential (accommodation and all meals included)
Cost does not include travel to and from events or additional overnight stays. This represents excellent value for money. On the open market a similar residential programme might cost £1200.

What have previous participants said?

"Great opportunity to gain a wider perspective, to challenge yourself, to address issues, to think through approaches, to meet others, to stretch yourself."

"Very well organised, fun and interactive learning experience and opportunity for networking with other middle managers"

"The course has been absolutely fantastic. A wonderful opportunity to stop and critically reflect on my management skills. It has been wonderful to meet colleagues from across SW and to have the opportunity to share experiences. I will take back to the workplace a renewed sense of enthusiasm and a number of new techniques"

"I highly recommend this course, great opportunity for reflection & analysis. Presenters are excellent & structure of course made me feel valued & appreciated and worthy of investment. I would like others to gain this as I'm sure it will have a lasting impact."

"To be away from my day job and allow myself time to think is wonderful. I now have a clear idea of how to plan and do tasks I have been putting off.

"I think it will make a HUGE difference to how I manage my team & support them so they are happier & we are productive in the right way."

"A really good look at the specific challenges of being a middle manager - pushed from both sides. Lovely venue. Real treat."

Who are the course facilitators?

The **Programme Director is Angie Allcock**, an experienced, award-winning trainer, coach, consultant and facilitator, with a background in talent development, change and project management. In addition to her private sector experience, Angie has worked in HE for 15 years, supporting senior leaders, academics and professional staff in all the mission groups - post 92, 1994, GW4, and Russell, developing in-depth knowledge of the challenges facing staff working in HE.

In all areas of her work, she is passionate about helping people unlock their potential to achieve personal growth, career shifts, improve performance and build resilience.
For more information, see: www.angieallcock.co.uk

Alison Price has over 25 years' experience in course design, development and delivery across a wide range of management and personal development areas to staff at all levels. Successfully working with individuals and teams to provide bespoke initiatives. She has worked across different sectors from public, private and higher education. She has been with Cranfield University for 12 years and currently splits her time between the university and her own consultancy work.

Alison is able to build strong relationships and has real drive and enthusiasm to enable and support people to reach their full potential.

Venue:	SWIMM Contact:
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