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# Exeter Leader Programme

Leadership Difference Skills Development

# Introduction

In this document you will find details of our Leadership Difference Skills Development Programme.

[Feedback mechanisms](#) are also provided.

This whole programme is available for anyone in a leadership position at the University of Exeter, and those identified in succession planning.

For this first year only (2022/23), priority attendance will be given to new Faculty Executive Teams to attend the first 3 of our 5 cohorts running this academic year.

# Skills Development: The Leadership Difference

## Audience

Faculty PVCs, DPVCs & DFOs; HoDs, Deputies & Dept Managers; Associate PVC/Associate Deans

## Purpose

- Develop an active and supportive leadership collective
- Equip leaders with deeper thinking and reflective approaches, increasing leadership confidence and self-awareness
- Provide vital leadership knowledge and tools, and evolve conversational techniques – supporting the well-being of our teams and decision-making on behalf of the communities we serve
- Ensure leadership growth is seen ‘beyond the programme’, and seen to endure

## Development Schedule

**Dates are cohort dependent, beginning 5<sup>th</sup> October**

- Leadership styles profiling & feedback, 180° Leadership Feedback Survey, Coaching Culture App
- Cohort Onboarding: Collective Leadership, Personal Insights & Peer Triad Formation
- Workshop 1: Leading Self
- Workshop 2: Leading Others
- Action Inquiry: Tackling Areas for Change – Taking Action – Collecting and Collating Data
- Webinar Series: Staying Current - Key Leadership Skills and Thought Provokers
- Learning Review: Sharing New Insights



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# Programme Overview

The Leadership Difference is a cohort-based development programme with activities spread over seven months to enable you to embed and practise your learning. It will provide current knowledge, skills assessment and practice, and new model-building - all utilising your own and shared experiences of leadership.

The programme, and the Faculty working with you, will help you to:

- Know more about your leadership impact
- Advance key management and leadership skills and develop higher levels of awareness of your application of each
- Lead vital change as part of a collective leadership group

The type of activity and attention will shift through **three phases** described opposite.



## Cohort Sponsorship

All of the Leadership Difference cohorts will have the support of an **executive sponsor**.

This sponsor engages in a process of active inquiry into the learning processes, and the outcomes of the cohort's development activities, generating organisational intelligence of the challenges as well as what is working well on the ground.

They may also, at times, work to establish support that might relate to organisational matters, such as clarifying constraints, enabling opportunity, or providing access to information or wider groups.

## Month 1

An initial period of personal discovery through self-assessment and feedback tools, supported by 1:1 feedback and coaching with an external coach.

## Months 2-4

Programme orientation will be followed by two developmental workshops that will focus on leading self and leading others. Key developmental activities will focus on:

- Compassionate leadership
- Creating the conditions for high performance
- Building alliances and representing groups and communities
- Maintaining well-being and personal effectiveness
- Decision-making and courageous candour

During this phase, learning in cohort-based workshops will run alongside learning undertaken in peer triads which will be supported by tools and regular check-ins.

## Months 5 - 7

In the final phase, learning will be developed through action inquiry, opt-in webinar sessions on vital and emerging leadership topics and challenges, and reflective cohort sessions that capture and categorise data and insights from your own leadership 'in the field'.

Finally, cohort members will share their learning through the programme with a group of stakeholders.



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# Leadership Difference Schedule

Event	Cohort 1	Cohort 2	Cohort 3	Cohort 4	Cohort 5
<b>Pre-work 2 x Questionnaires and 1x 1 hour 1:1 feedback session</b>	Month before Welcome	Month before Welcome	Month before Welcome	Month before Welcome	Month before Welcome
<b>Programme welcome and orientation 3 hour session</b>	03/11/22 11.30-14.30	07/11/22 12.30-15.30	22/02/23 09.00-12.00	01/03/23 10.00-13.00	16/03/23 10.00-13.00
<b>Workshop 1 Leading Self Full day</b>	09/11/22 09.00-17.00	18/11/22 09.00-17.00	02/03/23 09.00-17.00	07/03/23 09.00-17.00	28/03/23 09.00-17.00
<b>Workshop 2: Leading Others Full day</b>	06/12/22 09.00-17.00	13/12/23 09.00-17.00	22/03/23 09.00-17.00	30/03/23 09.00-17.00	25/04/23 09.00-17.00
<b>Action Learning 1 1 hour session</b>	11/01/23 09.00-10.00	19/01/23 10.00-11.00	27/04/23 13.00-15.00	End April	May
<b>Action Learning 2 1 hour session</b>	08/02/23 09.00-10.00	15/02/23 13.30-14.30	16/05/23 13.00-15.00	End May	June
<b>Action Learning 3 1 hour session</b>	07/03/23 09.00-10.00	22/03/23 09.00-10.00	21/06/23 09.00-10.30	End June	July
<b>Questionnaire rerun</b>	Spring Term	Spring Term	Summer Term	Summer Term	Summer Term
<b>Insights review with sponsor 90 minute session</b>	27/03/23 14.30-16.00	04/04/23 11.00-12.30	12/07/23 09.30-11.00	End July	Early September



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# Registration, FAQs, feedback

## Registration

Registration for a cohort can be found [here](#).

## FAQs

Our FAQs and further information can be found on our [new webpages](#) which will be updated on a regular basis.

## Further information, feedback and queries

If you have any questions or comments about the programme please email [peopledevelopment@exeter.ac.uk](mailto:peopledevelopment@exeter.ac.uk)



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**Event details**  
**will appear on [our website](#)**



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