Is Leadership Development for me?

All of our leadership development provision is informed by the following principles:

**Experiential and applied** – it focuses on real world challenges rather than theoretical leadership models. You will need to be prepared to talk about and reflect on your current context and to learn from fellow participants.

**Self directed learning** – our programmes provide a framework but our aim is to encourage you to engage with the learning opportunities that you can access every day through your role. Our intention is to equip you to use reflection, feedback, peer learning, mentoring, networks and access to new experiences as part of your ongoing leadership development once the formal programme has been completed.

Leadership starts with you – our provision starts from the premise that effective leadership is rooted in self-awareness and we seek to help you develop a better understanding of the values, habits and preferences that shape your behaviour on a day to day basis. You will need to be receptive to feedback and ready to consider what you can do differently to get better results.

If you are willing to take part, share your experiences, listen to others and to do something differently in the workplace, we would be keen to work with you!

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**How to book**

Go to the following website for programme dates and to apply for a place:

http://peopledvelopment.leeds.ac.uk

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**Stay in touch**

We are continuing to develop our provision for leaders and have more ideas in the pipeline so please check back on our site regularly to find out more.

If you would like to be contacted about our leadership development events and activities contact us at leadership@leeds.ac.uk and we will put you on our mailing list.
Leadership Development at Leeds

Our leaders are key to enabling our University to achieve its strategic vision. Our leaders need to be credible, competent and authentic: known for what they do – the results they deliver – rather than what they say. Known less for what they control and more for creating a positive working environment. Less concerned about titles and position and more about enabling their colleagues to make progress. Leaders are measured by how they help others to achieve their potential and how they support the overall development of the University.

Whether you are new to your leadership role or have held leadership positions for a number of years, Organisational Development and Professional Learning offers a range of provision to help you continue to develop and grow as a leader here at Leeds.

This leaflet outlines our leadership development provision, which includes structured leadership programmes, individual workshops and online resources.

Leadership Excellence Behaviours Framework

All of our leadership development is designed to support the development of our University’s Leadership Excellence Behaviours Framework which describes what effective leadership looks like in the context of our University.

The behaviours describe the way that all of us can demonstrate leadership and, in so doing, how we can create a positive, high trust work environment for all.

For more information visit www.leadershipbehaviours.leeds.ac.uk

LEADERSHIP DEVELOPMENT PROVISION

LEADERSHIP EXCELLENCE BEHAVIOURS

What do we offer?

Our provision is informed by the leadership behaviours and is made up of several strands, which are mapped out in the diagram below:

LEADERSHIP DEVELOPMENT PROVISION

What: an induction plus 3 half day sessions run over 2 months, focused on Leading Self, Leading Teams, and Managing Change. (NB: Participants must commit to all of the dates published for their cohort.)

LEADERSHIP EXCELLENCE BEHAVIOURS

Management Essentials:

Management Essentials comprises a series of short, practical workshops which last a maximum of half a day addressing a range of commonly occurring people management processes and questions.

Who: academic and professional services colleagues new to a leadership role or with limited formal leadership/management experience. Our provision is informed by the leadership behaviours and is made up of several strands

When: each session runs multiple times per year and we add more dates if demand is high. Some sessions are accessed online.

How: sessions are open access and can be booked through our web pages at peopledevelopment.leeds.ac.uk

LEADERSHIP IN PRACTICE

LEARNING TO LEAD

LEADERSHIP EXCELLENCE PROGRAMME

LEADERSHIP DEVELOPMENT PROVISION

What: an induction plus 3 half day sessions run over 2 months, focused on Leading Self, Leading Teams, and Managing Change. (NB: Participants must commit to all of the dates published for their cohort.)

How: Completion of a short application including personal learning objectives and statement of support from your manager.

LEADERSHIP IN PRACTICE

Learning to Lead:

Learning to Lead is a short, experiential leadership programme intended for those who are relatively new to a formal leadership role. It is made up of a series of half day workshops.

Who: academic and professional services colleagues new to a leadership role or with limited formal leadership/management experience.

What: an induction plus 3 half day sessions run over 2 months, focused on Leading Self, Leading Teams, and Managing Change. (NB: Participants must commit to all of the dates published for their cohort.)

How: Completion of a short application including personal learning objectives and statement of support from your manager.

LEADERSHIP EXCELLENCE PROGRAMME

Leadership in Practice:

Intended for more experienced, mid-level leaders, this programme is designed to raise self awareness and encourage participants to see themselves as part of our wider leadership community.

Who: academic and professional services colleagues with leadership experience and/or cross team responsibilities.

What: an induction plus 2 full day sessions focused on Leading Self, Leading

How: Participation in this programme is via invitation from the Vice-Chancellor. The core programme runs over 6 months. (NB: Participants must commit to the dates published for their cohort.)

Leadership Excellence:

This programme is designed to support senior leaders in exploring some of the complex challenges presented by leading across our university and opportunities for working collaboratively to address them.

Who: academic and professional services colleagues in senior leadership roles.

What: an induction plus 3 full day sessions focused on Leading Self, Leading

How: Participation in this programme is via invitation from the Vice-Chancellor.