StellarHE National - Cohort 9
Strategic Executive Development Programme for Diverse Leaders in Higher Education

Now enrolling for May 2017
StellarHE
An introduction

The new Race Equality Charter Mark aims to “inspire a strategic approach to making cultural and systemic changes that will make a real difference to minority ethnic staff and students”. Black, Asian and Minority Ethnic (BAME) leaders continue to be under-represented in senior roles in Higher Education, when the increasing cultural diversity of the student and staff population means there are a host of benefits to be gained from a more diverse senior management.

StellarHE is specifically designed to tackle this issue and supports the achievement of the Race Equality Charter Mark goals.

Now in its 6th year, StellarHE is a tried and tested strategic executive development programme for Diverse Leaders (BAME) in Higher Education. The 2015/16 programme had 30 participants drawn from nine Universities - Liverpool John Moores, Manchester, Reading, Royal Holloway, Goldsmiths, Birkbeck, London South Bank, Kingston, and University College London.

StellarHE is uniquely designed to equip participants with the leadership competencies and strategies required to respond to the distinct challenges and experiences of BAME Academic and Professional staff across the HE sector.

Benefits to participating Higher Education Institutions include:

- a successful targeted intervention to address under representation of BAME leaders in management
- potential increase in the size and diversity of the senior management talent pool
- access to a powerful cross sector network of BAME leaders enhancing the strategic linkages and relationships between Institutions.

This leadership development programme is recognised by the Institute of Leadership and Management (ILM) and is endorsed by the Higher Education Funding Council for England (HEFCE).
“StellarHE should be an integral part of organisational development. I found it incredibly effective, approaching leadership development and cultural competence in a unique way.

It is a ‘must-do’ prgramme for everyone, especially in light of the greater diversity of students and the accelerating rate of globalisation.”

Mike Kelly, Library Space Project Manager
The University of Manchester

StellarHE “fits very well into our strategic aim of being a modern civic University where promotion of equality and diversity is a core value, and ensuring that our BAME staff are given the opportunity to develop the required skills to occupy senior level roles is an imperative.

My hope is that all participants on this programme are able to harness the knowledge gained on the course to make progress in their careers.”

Professor Nigel Weatherill, Vice-Chancellor
Liverpool John Moores University
StellarHE builds on 21st century leadership models and thinking to further leverage the effectiveness of Diverse Leaders as they progress into senior management positions across Higher Education.

Focus of StellarHE

The programme places authenticity at the core of leadership that delivers lasting impact and results. It blends a variety of learning approaches including leadership diagnostics, facilitated dialogue, experiential activities, reflective practice and coaching. It provides a rich source of leadership development for the participants, taking them on a developmental journey, turning the spotlight on their diversity as a distinct leadership strength.

Fast-paced and interactive the programme is packed with alternative ways of looking at and activating a leadership style and approach critical to career success within the HE sector and is full of practical strategies and innovative tools that can be implemented immediately.

Potential Participants

StellarHE is targeted at BAME individuals who aspire to senior leadership positions in Higher Education. It is aimed at professional Support Staff, Academics and Researchers at a middle to senior management level.

“...I highly recommend this transformational leadership programme to BAME colleagues who are keen to embrace the challenge to further their professional and personal development whilst also contributing more directly to the achievement of organisational goals.”

Charlotte Croffie, Director of Organisational Development UCL
Objectives

This programme provides participants with the opportunity to:

- **Examine leadership** in the context of the changing world of Higher Education

- Explore the impact of being a **minority in a majority culture and develop strategies for succeeding** in this environment

- Identify and balance personal leadership style with the demands of their respective institutions without compromising **authenticity**

- Examine the nature of power and develop narrative skills to **communicate the strength of their leadership**

- Learn to **manage organisational politics and build relationships** to achieve both professional and personal goals

- Develop **strategies to manage their careers** and prepare effectively for promotion opportunities

- Work **collaboratively** to create a legacy of sustainable change in the HE sector

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“The programme has hugely increased my confidence in my leadership ability, enhanced my understanding of my unique skills and resulted in being more effective in my role. As a direct result I am more motivated to take on challenging projects and to positively influence the change going on around me”

StellarHE Participant

“...the ability to focus on my true authentic self and to skilfully draw on the positive attributes of my cultural identity, differentiate this from other leadership programmes...”

StellarHE Participant

“The programme is very participatory, really soul searching, ...the exercises helped me challenge myself to look in the mirror... I now feel ready to re-engage with my organisation and to exert my leadership influence in a number of new and different ways.”

StellarHE Participant

“... More importantly my staff member has persevered in maintaining the qualities (developed on the programme) and building upon them since he completed the programme more than a year ago”

StellarHE Manager
Programme Structure
The programme will be delivered by a multi-ethnic, multi-disciplinary team of talented and experienced leadership development and executive coaching professionals with both private and public sector experience.

StellarHE 2016/17 runs from May 2017 to October 2017

The StellarHE Journey

Pre-May 2017
- Participant Orientation
- Manager briefing
- Online access to StellarHE Leadership Library

Programme
May 2017 to October 2017
- Three two-day workshop modules
- Leadership diagnostics - Factor8, 360 Different Leaders Assessment Tool; Strengths Finder
- Two individual Borderless Coaching sessions
- Two virtual Action Learning sets
- Completion of a Leadership Challenge project*
- Beyond StellarHE event

*Managers are invited to attend the Leadership Challenge presentations on the final day

October 2017 and Beyond
- StellarHE Alumni Network - “Inspire-Connect-Empower”
- StellarHE Alumni Leadership Masterclasses
- HEI Network

The programme includes:
- A bespoke Leadership diagnostic - Factor8 360 Different Leaders Assessment Tool
- A ground breaking approach to coaching the dynamics of difference - Borderless Coaching

Managers are invited to attend the “StellarHE - Inclusive Leadership Programme.” Topics include Authenticity, Unconscious Bias, Courageous Conversations, Inclusion, Cultural Competence, Third Level Relationships
## Programme Timetable 2017

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<th>Stellar National</th>
<th>Activity</th>
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<td>Deadline for recruitment and selection</td>
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<td>27 April</td>
<td>Orientation Day for Participants</td>
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<td>Venue TBC</td>
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<td>3 May</td>
<td>Briefing and Orientation Session for Managers</td>
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<td>Teleconference</td>
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<td>16 - 17 May</td>
<td>Stellar R1 - Factor8 Authentic Leadership</td>
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<td>Two-day Residential</td>
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<td>4 - 5 July</td>
<td>Stellar R2 - Inclusive Leadership</td>
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<td>26 - 27 September</td>
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<td>Two-day Non-Residential</td>
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<td>Venue TBC</td>
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## Programme Fee

The total fee per participant for the StellarHE programme is £3,250 plus VAT.

This rate includes:

- Seven workshop days, Facilitation, Forum Theatre, Borderless Coaching, Action Learning and Manager Briefing
- Workshop materials, pre-workshop assignments and leadership diagnostics
- All meals and refreshments during each of the workshops, including evening dinner during the residential workshops
- Overnight accommodation during the two residential workshops held at Lane End Conference Centre, Church Road, Lane End, High Wycombe HP14 3HH

The programme fee does not include participant travel or other accommodation costs.
The Diversity Practice

We are an organisational and leadership development consultancy with a wealth of experience of working in and with Higher Education Institutions to consistently shape and influence their thinking, understanding and application of the critical link between strategy, leadership, diversity & inclusion, organisational culture and performance.

Across Higher Education, the NHS and other sectors we’ve built a strong reputation for high impact learning interventions that constructively challenge the traditional approach to diversity; and engage leaders from across the whole diversity spectrum in critical, candid conversations that result in sustainable change in their leadership and career advancement, and the development of high performing inclusive organisations.

www.diversitypractice.co.uk

Interested?

All interested participants need to discuss their participation with their managers and complete an application form. Enrolment has started and Institutions are required to submit applications by Friday, 24 March 2017.

Online applications can be found at www.stellarhe.com

If you require further information about StellarHE or our Inclusive Leadership Programme please contact Paul Anthony paul@diversitypractice.com.

StellarHE Live

Please click below to view a highlight video from StellarHE 2015/16.

www.diversitypractice.co.uk