**UCL Leadership Programmes**

2023-24 Information Pack

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[Appendix 1: Nomination Procedure for 2023/24](#App1)

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University Leaders Programme

Enhance your leadership skills by cultivating self-awareness and implementing effective strategies to boost the performance of diverse teams and achieve successful organisational transformations.

Learning Outcomes​:

* Deeper understanding of knowledge, skills and behaviours necessary for successful leadership in changing contexts.​
* Shared experiences for building resilience and driving successful change.​
* Strengthened reputation/personal brand.​
* Greater impact through sponsorship of business-critical projects that deliver impact.​
* Increased networks across disciplines and improved collaboration.​

Learning Hours​:

* c. 60 hours over seven months, including online and face-to-face workshops, with an option for 360-degree feedback exercise.​

**Content**

* Launch.
* Module 1: Personal Leadership: Awareness and Choice.
* Module 2: Leading Self and Others.
* Module 3: Developing and Leading High-Performing Teams.
* Module 4: Leadership Dynamics.
* Module 5: Delivering Outcomes.
* Module 6: Leading Change.
* Module 7: Developing Resilience of Self and Others.

Eligibility​:

* Academic and Professional Services Grade 9 or 10 Leaders with the potential to progress within the next eighteen months.​

Timing:​

* Cohort 1: Nov 2023 - July 2024 (Blended, 24 places)
* Cohort 2: Nov 2023 - July 2024 (Blended, 24 places)

How to Apply

* Entry via Nominations Process

Please see the [webpage](https://www.ucl.ac.uk/human-resources/organisational-development/training-inductions-and-leadership/ucl-leadership-programmes/university) for full details and dates.

A group of people sitting around a table

Description automatically generatedStrategic Leaders Programme

This program empowers individuals to enhance their abilities in managing workload, team building, and implementing change. It helps identify one's leadership style and values, teaches effective team building, guides in handling difficult conversations, coaches for growth, encourages systems thinking, enables the creation of a vision, and leads the way for change.

Learning Outcomes

* Develop awareness of leadership strengths and weaknesses to benefit colleagues, staff and students.
* Build emotional intelligence and create a healthy team culture.
* Be an advocate and role model for equality, diversity, and inclusion.
* Become an effective and skilled coach and mentor.
* Develop a strategy based on robust data, understanding of the external context and stakeholder feedback.
* Lead people through change.

Learning Hours

c. 40 hours over four months. Includes a mixture of self-paced learning, online and Face-to-Face workshops, with an option to undertake a 360-degree feedback exercise.

Content

* Module 1: My Leadership Identity
* Module 2: High-Impact Teams
* Module 3: Courageous Leadership
* Module 4: Unlocking Potential Through Coaching
* Module 5: System Thinking, Influencing and Wider Impact
* Module 6: Strategic Leadership
* Module 7: Leading Change

Eligibility

Academic and Professional Services Grade 8 Leaders with the potential to progress within the next eighteen months.

Timing:

* Cohort 1: Nov 2023 - April 2024 (Blended, 30 places).
* Cohort 2: April 2023 - July 2024 (Blended, 30 places).
* Cohort 3: April 2023 - July 2024 (Blended, 30 places).

How to Apply

* Entry via Nominations Process

Please see the [webpage](https://bit.ly/3OedUhD) for full details and the date

Advancing Leaders Programme



Gain valuable skills, including discovering your leadership potential, cultivating resilience, modelling effective leadership, developing others, creating an inclusive workplace culture, making a meaningful impact, and mastering strategic thinking and techniques.

Learning Outcomes

* Develop awareness of leadership strengths and weaknesses to benefit colleagues, staff and students.
* Strategies to improve resilience and work-life balance.
* Build the right management skills and approach with the right people.
* Build confidence in creating an inclusive environment and tackling harassment, discrimination or unacceptable behaviour.
* Build a network to collaborate and consult effectively.
* Think and act more strategically​ and manage projects successfully.

Learning Hours

* c. 40 hours over four months. Includes a mixture of self-paced learning, online and Face-to-Face workshops.

Content

* Module 1: The Leader in you.
* Module 2: Resilience and Role Modelling Leadership Behaviours.
* Module 3: Leading and Developing Others.
* Module 4: Creating an Inclusive Culture.
* Module 5: Impact Beyond Your Role.
* Module 6: Strategic Thinking & Techniques.
* Module 7: Translating Strategy into Action.

Eligibility

* Academic and Professional Services Leaders at Grade 7 with the potential to progress within the next 12-18 months.

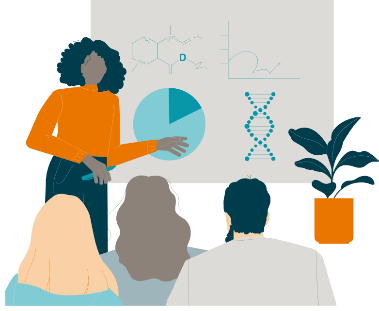
Timing

* Cohort 1: Nov 2023 - April 2024 (Blended, 30 places)
* Cohort 2: April 2023 - July 2024 (Blended, 30 places)
* Cohort 3: April 2023 - July 2024 (Blended, 30 places)

How to Apply

* Entry via Nominations Process

Please see the [webpage](https://www.ucl.ac.uk/human-resources/learning-development/learning-academy/ucl-leadership-programmes/advancing-leaders) for full details and dates.

Emerging Leaders Programme

Leadership development for high potential colleagues from Black, Asian and Marginalised Ethnic communities, focusing on dealing with potential personal and structural barriers.

Learning Outcomes

* A deeper understanding of skills, knowledge and behaviours needed to thrive as a leader.
* Celebrating diversity and the benefits of bringing something different to typical leadership demographics.
* Enhanced personal influencing and confident negotiation skills.
* Greater self-awareness around building a personal profile to gain greater recognition and visibility.
* Participating in an ongoing supportive network of peers who share a common goal to develop their careers.
* Enhanced ability to build relationships.
* Develop and enhance team and stakeholder relationships.

Learning Hours

c. 40 hours over seven months, including a mixture of self-paced learning, online and Face-to-Face workshops. Line managers/ sponsors will need to attend a 2 hr information session.

Content

* Launch
* Module 1 - Leadership, Culture and Values
* Module 2 - Leading at a Distance
* Module 3 - Leading and Wellbeing
* Module 4 - Leading and Effective Communication
* Module 5 - Action learning sets
* Module 6 - Standing in your Power/Mentoring and Graduation

Eligibility

* BAME Academic and Professional Services Staff at Grades 5,6, and 7 with the potential to progress within the next eighteen months.

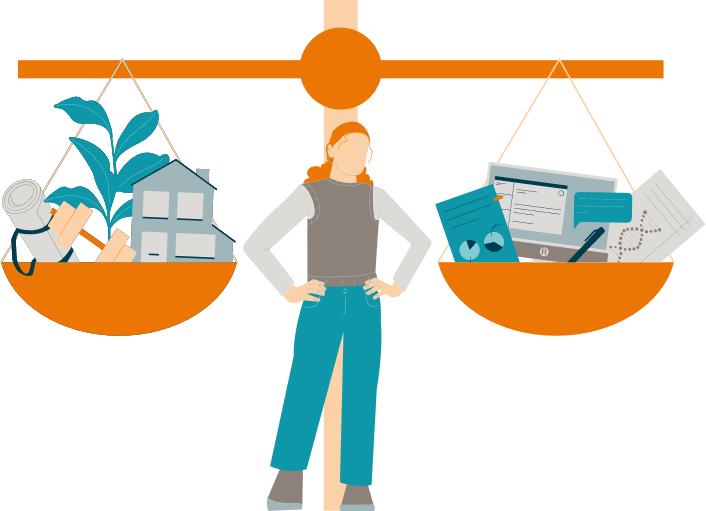
Timing

* Cohort 1: Nov 2023 – May 2024 (Blended, 30 places)
* Cohort 2: Jan 2023– Jul 2024 (Blended, 30 places)

How to Apply

* Entry via Nominations Process

Please see the [webpage](https://www.ucl.ac.uk/human-resources/organisational-development/training-inductions-and-leadership/ucl-leadership-programmes/emerging) for more dates and details.

Senior Women in Leadership Programme

This programme is for Grades 8-9 women.  We also welcome applications from non-binary people who are comfortable in a women-centred community. Provides participants with the opportunity to reflect on their leadership profile, developing their skills and impact.

Learning Outcomes

* A deeper understanding of skills, knowledge and behaviours needed to thrive as a leader.
* Celebrating diversity and the benefits of bringing something different to typical leadership demographics.
* Enhanced personal influencing and confident negotiation skills.
* Greater self-awareness around building a personal profile to gain greater recognition and visibility.
* Participating in an ongoing supportive network of peers who share a common goal to develop their careers.
* Enhanced ability to build relationships.
* Develop and enhance team and stakeholder relationships.

Learning Hours

c. 40 hours over five months. Includes a mixture of face-to-face workshops, asynchronous study and peer meetings, with an option to undertake a 360-degree feedback exercise.

**Content**

* Launch
* Module 1 - Leadership Theories
* Module 2 - Personal Boardroom
* Module 3 - Negotiating and Influencing
* Module 4 - Imposter Phenomenon and Vulnerability
* Module 5 - Coaching & Mentoring/ Graduation

Eligibility

This programme is for Grades 8 - 9  women.  We also welcome applications from non-binary people who are comfortable in a women-centred community.

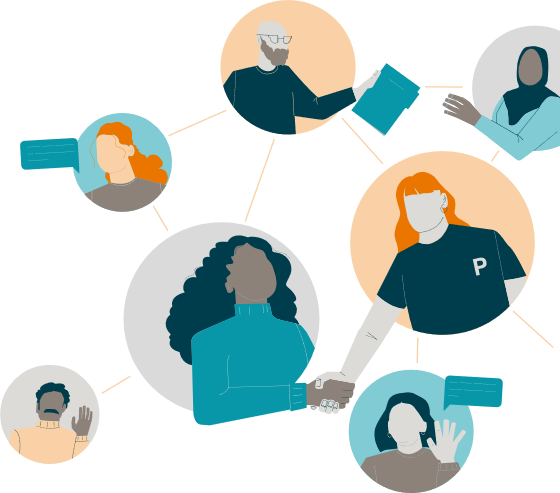
Timing

* Cohort 1: Nov 2023 – Apr 2024 (Blended, 30 places)
* Cohort 2: Jan 2023 – June 2024 (Blended, 30 places)

How to Apply

* Entry via Nominations Process

See the [Webpage](https://www.ucl.ac.uk/human-resources/organisational-development/training-inductions-and-leadership/ucl-leadership-programmes/senior-women) for more information and dates.



Women in Leadership Programme

This programme is for Grades 6-7 women.  We also welcome applications from non-binary people who are comfortable in a women-centred community. Provides participants with the opportunity to reflect on their leadership profile, developing their skills and impact.

Learning Outcomes

* Understanding the knowledge, skills and behaviours needed to become a successful leader.
* Reflect on accomplishments and use strengths, personality, and features to create a leadership profile.
* Opportunity to reflect and plan for skills gaps and progression.
* Develop strategies to reach career goals, fulfil potential and circumvent barriers.
* Gain confidence in building and expanding credible stakeholder relationships.
* Benefit from shared experiences, networks and strategic connections established on the programme.

Learning Hours

* 40 hours over five months. Includes a mixture of face-to-face workshops, asynchronous study and peer meetings

**Content**

* Launch
* Module 1 - Leadership Theories
* Module 2 - Personal Boardroom
* Module 3 - Negotiating and Influencing
* Module 4 - Imposter Phenomenon and Vulnerability
* Module 5 - Coaching & Mentoring/ Graduation

Eligibility

This programme is for Grades 6 - 7 women.  We also welcome applications from non-binary people who are comfortable in a women-centred community.

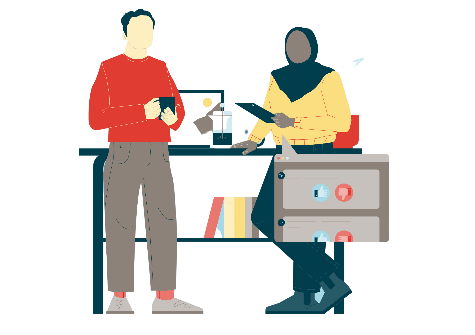
Timing

* Cohort 1: Nov – Apr (Blended, 30 places)
* Cohort 2: Jan – Jun (Blended, 30 places)

How to Apply

* Entry via Nominations Process

See the [webpage](https://www.ucl.ac.uk/human-resources/organisational-development/training-inductions-and-leadership/ucl-leadership-programmes/women) for dates and more information.



Experienced Principal Investigators

**It helps senior researchers reflect on their leadership skills and amplify their strategic planning in particular contexts and situations. See the webpage for more information and dates. See the** [**webpage**](https://www.ucl.ac.uk/human-resources/organisational-development/training-inductions-and-leadership/ucl-leadership-programmes/experienced) **for more details and dates.**

Learning Outcomes

* Understand your identity and challenges as a research leader.​
* Explore the nature of academic research leadership models, including devolved and distributed leadership.​
* Understand and apply your emotional intelligence skills.​
* Develop inclusive leadership competencies to leverage the value of diverse teams.​
* Develop strategies for your political astuteness capability and strategic alignment with organisational goals.​
* Explore strategic leadership in a changed and changing HE.

Learning Hours

* 16 contact hours plus min. Three hours of preparatory work. Optional self-paced learning via the Principal Investigators Hub

Content

* Module 1: Leadership Transitions.
* Module 2: Leading Diverse Teams.
* Module 3: Reflections on being Effective.
* Module 4: Strategic Research Leadership.

Eligibility

* Experienced Principal Investigators (with at least two years’ experience, or one full budget cycle, leading a project) at Grades 9 or 10.​
* Or Alumni of the Advancing Principal Investigators Programme, at least 12 months after completion.

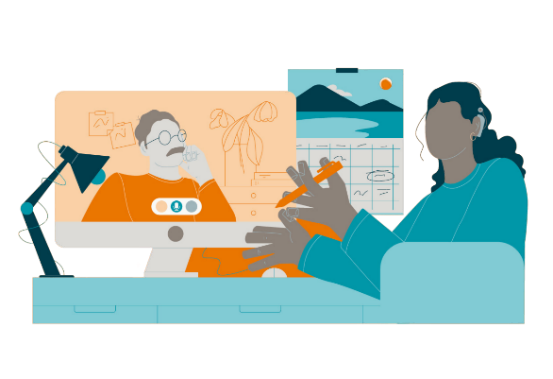
How to Apply

* Entry via Nominations Process

Timing

* Cohort 1: April 2024 (4 days over a fortnight, online, 20 places).
* Cohort 2: June 2024 (4 days over a fortnight, face: face, 20 places).

See [the webpage](https://www.ucl.ac.uk/human-resources/organisational-development/training-inductions-and-leadership/ucl-leadership-programmes/experienced) for more information and dates.

Advanced Principal Investigators

Equips early-stage Principal Investigators with the skills and tools to lead a research team, focusing on developing leadership in challenging and changing times in the research landscape. Participants gain hands-on experience leading a team of researchers through group exercises.

Learning Outcomes

* Understand the importance and role of a research team leader​.
* Build and lead a more impactful research team in changing times​.
* Understand how to engage in team building and collaborative working​.
* Explore ways to address and resolve challenges from leading teams in changing times​.
* Develop a strategy for creating a personal vision for your research career​.
* Lead more effective team meetings​.

Learning Hours

* 16 contact hours plus min. Three hours of preparatory work. Optional self-paced learning via the Principal Investigators Hub.​

Timing

* Cohort 1: Nov 2024 (online, 16 places)
* Cohort 2: Mar 2024 (online, 16 places)
* Cohort 3: May 2024 (face-to-face, 16 places)

Eligibility

* Existing research team leaders or experienced researchers with the potential to lead a research team (e.g. FLF fellows) in Grades 8 to 9​

How to Apply

* Entry via Nominations Process

See [the webpage](https://www.ucl.ac.uk/human-resources/organisational-development/training-inductions-and-leadership/researcher-development/advancing) for more information and dates.

Leadership in Action for Early Career Researchers

Prepares early career researchers for various leadership and team roles within the context of HE. Participants learn the foundations of leadership (and their leadership style) through practical, hands-on tasks designed for researchers.

Learning Outcomes

* Explore the concept of leadership.
* Build confidence and range in your leadership style.
* Gain an understanding of various team roles and their place in high-functioning teams.
* Understand the impact you have on those you are leading.
* Influence people towards a common goal.
* Identify how these skills can benefit your current research role and beyond.

Learning Hours

16 hours.

Places

60 Places over 3 Cohorts.

Eligibility

UCL research staff in Grades 6 to 8 roles with little or no previous or current leadership experience.

Timing

* Cohort 1: Nov 2023 - Dec 2023 (Online, 12 places).
* Cohort 2: Feb 2024 - March 2024 (Online, 12 places).
* Cohort 3: June 5 - 7 2024 (Face to Face, 36 places).

How to Apply

* Entry via Nominations Process

See the [webpage](https://bit.ly/42UGfOR) for more information and dates.

People Management Programme

​**Equips people managers across UCL with the practical skills and knowledge to manage teams and individuals according to UCL’s expectations. The self-paced online programme is available to all, including aspiring managers. The hands-on live programme is highly recommended for colleagues new to line management. Places for the live programme are limited**.

Learning Outcomes​

* Cultivate the skillset and mindset to manage people effectively.​
* Create an inclusive, supportive and empowering team culture.​
* Achieve sustainable excellence by focusing on well-being, safety and work-life balance.​
* Tackle sensitive situations with confidence and compassion.​
* Develop your team and the individuals in it to fulfil their potential.​

Learning Hours​

The self-paced online Programme takes 5-7 hours to complete, while the optional accompanying live Programme requires eight and a half hours over three months.​

Places​

Online Programme has no limit. Live Programme is limited to 90 Places (over three cohorts)​

​Eligibility​

Open to all people managers, especially new line managers, managers seeking a refresher and aspiring managers.​

Timing​

The online programme can be enrolled at any time on the [**webpage**](https://www.ucl.ac.uk/human-resources/organisational-development/training-inductions-and-leadership/ucl-leadership-programmes/people)

**Dates of Live Programme**

* Cohort 1: Oct 2023- Dec 2023
* Cohort 2: Jan 2024 - Mar 2024
* Cohort 3: April 2024 - June 2024. ​

How to Apply

Open to all staff with line management responsibilities. Go to the webpage to [book](https://www.ucl.ac.uk/human-resources/organisational-development/training-inductions-and-leadership/ucl-leadership-programmes/people).

To attend the accompanying live programme, line managers complete an expression of interest on the[**webpage**](https://www.ucl.ac.uk/human-resources/organisational-development/training-inductions-and-leadership/ucl-leadership-programmes/people), and they will be enrolled on the first available programme.

|  |  |
| --- | --- |
| Action\*  **\*We recommend Faculty/Area Leads appoint a co-ordinator to help with the timeline and smooth co-ordination of paperwork.** | Time |
| **Application and Longlisting Stage**   * Following a discussion with their managers, applicants complete the application form. * Managers screen applications in accordance with the published criteria. | Mon 5 Jun – Sun 9 Jul |
| **Faculty/Area Shortlisting**   * Faculty/Area Leads shortlist applications, supported by HR Business Partners if needed. * Nomination Grids returned to OD by noon on Weds 26 Jul | Mon 10 Jul – Weds 26 Jul |
| **Verification Stage**   * OD verify nominations to ensure proper representation of under-represented groups. * Departmental co-ordinators, supported by HR Business Partners, inform all applicants of the outcomes by Mon 31 July | Weds 26 Jul – Mon 31 Jul |
| **Enrolment Stage**   * OD enrol successful candidates, sending calendar invitations. Programmes start from Nov 2023 | From Mon 18 Sep |

**All Staff**

**Academic Staff**

**University Leaders**

**(G9 - 10)**

**Strategic Leaders**

**(G8)**

**Advancing Leaders (G7)**

**Senior Women in Leadership**

(**Female Staff\* G8-9)**

**Women in Leadership**

**(Female Staff \*\* G6-7)**

**Emerging Leaders**

**BAME staff\* ( G5-7)**

**Leadership in Action**

**(G 6-8)**

**Advancing PIs**

**(G 8-9)**

**Experienced PIs**

**(G 9 – 10)**

**Join a Leadership Programme**

**People Management Essentials**

(new people managers)

**Senior Leaders Induction**

**(G 10)**

**Head of Dept Induction**

**(G9 -10)**

**Targeted development**

**for New Leaders**

**Learning Academy Programmes**

**Coach@UCL**

**Lead@UCL**

**Women in Research\*\***

**Researcher Development**

**Programme**

**Develop your leadership at your own time and pace.**

\* Staff from Black, Asian and Marginalised Ethnic communities

\*\* For women, including non-binary people comfortable in a women-centred community.