Aurora is the Leadership Foundation’s women-only leadership development initiative. Aurora aims to encourage women in higher education to think of themselves as leaders, to develop leadership skills and to help institutions maximise the potential of these women. In its first two years Aurora has seen over 1400 women in higher education from across the UK and Ireland take part.

Aurora has been instigated to help address the issue of the reducing number of women in senior posts in higher education as outlined in the Leadership Foundation’s Stimulus Paper ‘Women and Higher Education: Absences and Aspiration’ by Professor Louise Morley (January 2013). Aurora is not an alternative to the Leadership Foundation’s existing leadership programmes, but a complementary addition to all of our core programmes.

WHO SHOULD ATTEND AURORA
Aurora is for women up to senior lecturer level or professional services equivalent in a university or higher education college, who would like to explore the avenues to leadership and develop their career.

Participants on Aurora will experience education and mentoring providing them with a learning experience with more enduring impact. By developing potential and building confidence Aurora will help institutions plug the ‘leaky pipeline’ that characterises women’s progression into leadership roles in higher education.

Aurora provides a positive experience of leadership and encourages participants to recognise their talent and capabilities and ‘step-up’ to promoted posts.

WHAT INSTITUTIONS NEED TO DO NOW
1. Commit to identifying a minimum of 4 women up to senior lecturer level or professional services equivalent (maximum 15 women per cohort)
2. Identify an Aurora champion from within the institution.
3. Seek mentors for each participant.
4. Identify a pool of high achieving women willing to attend the development days and act as role models.
5. Support participants in their 5 days of learning away from the workplace.

BENEFITS OF AURORA TO INSTITUTIONS
1. More women putting themselves forward for senior roles.
2. Better motivated workforce.
3. More ambitious staff for the development of the university or higher education college.
4. Better understanding of the challenges faced by this key group of staff.
5. More diverse pool of talented applicants to choose from.

2015/16 DATES AND VENUES

<table>
<thead>
<tr>
<th>Location</th>
<th>Identity, Impact and Voice</th>
<th>Power and Politics</th>
<th>Action Learning Set</th>
<th>Core Leadership skills</th>
<th>Adaptive Leadership skills</th>
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<tr>
<td>Glasgow</td>
<td>Tuesday 1 December 2015</td>
<td>Tuesday 19 January 2016</td>
<td>Tuesday 16 February 2016</td>
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