Aurora is the Leadership Foundation’s women-only leadership development initiative. Aurora aims to enable of women in academic and professional roles to think of themselves as future leaders, to develop the skills they will need, and to help their institutions to maximise the use of the skills they acquire. While most leadership programmes are aimed at leaders and managers already in role, Aurora is designed to enable a wide range of women, in academic and professional roles in higher education, to engage with leadership development at an earlier stage in their careers.

Aurora has been designed to help address the issue of the reducing numbers 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 hidden 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 4 women up to senior lecturer level or professional services equivalent.
2. Identify an Aurora champion from within the institution.
3. Seek mentors for each participant.
4. Commit to ensure a minimum of 4 participants join Aurora (may support up to 10 participants per cohort).
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.

2014/15 DATES AND VENUES

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<tr>
<th>AURORA</th>
<th>LONDON 1</th>
<th>EDINBURGH</th>
<th>DUBLIN</th>
<th>CARDIFF</th>
<th>SHEFFIELD</th>
<th>LONDON 2</th>
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CONTACT YOUR AURORA CHAMPION: