EXECUTIVE LEADERS

Strengthening your role, influence and impact
Executive Leaders is for those aspiring to senior leadership positions in higher education management teams.

The focus of Executive Leaders is to provide insight into what it takes to be an executive leader and why this is a different challenge to previous roles. The programme demonstrates how to make that mental leap into thinking like a leader, as part of the preparation for joining the senior management team or moving into a more senior role.

The Executive Leader’s approach encompasses a fifty-fifty mixture of face-to-face residential workshops and online learning. To make the most of your time away from your university or higher education college, the programme utilises digital tools and platforms to enable collaborative support for the challenges you are facing. This will not only broaden your experience but also help you plan for and support your future career.

Executive Leaders is led by Professor Alison Halstead, Dr Kevin Flinn and Dr Heather Thornton, each of whom are experienced higher education management team members and most recently also undertaken roles advising universities and higher education colleges in development and technology issues. In addition to developing Executive Leaders Professor Halstead is also a pro-vice-chancellor on a senior management team.

Executive Leaders is all about the skills needed to support your transition into a senior strategic leadership position. Its unique feature is that you are completely involved in making it meet your needs from the outset. As soon as you are a confirmed participant on the programme a discussion about your plans for the programme is arranged with your facilitator.

By the end of the Executive Leaders programme, you will have:

- Greater understanding of your influence and impact as a leader.
- Enhanced capability for leading and motivating others in strategic change.
- Insight into what it takes to be an executive leader and why this is a different challenge to anything you may have encountered before.
- Deeper appreciation of the skills needed to be an effective member of a senior leadership team.
- Greater understanding of the role you can play in shaping your institutional and strategic context.
- Raised your institutional profile internally and externally for the mutual benefit of yourself and your institution.

IS EXECUTIVE LEADERS RIGHT FOR ME?

Executive Leaders is about supporting the development of your knowledge, experience and skills to enable you to move into top level strategic leadership. If your current aspiration is a position within the senior leadership team then Executive Leaders will help you to acquire what you need to make this happen.

WHY SHOULD I CHOOSE EXECUTIVE LEADERS?

Executive Leaders is the programme for you, if you are preparing to make a move into a senior management role. With Executive Leaders you will have the opportunity to engage both remotely and face-to-face, enabling you to develop experience in leading within a contemporary university environment. The technology used on the programme will help you fit your learning and development around your current workload and personal commitments. You will also save on time and travel while being able to expand your professional contacts and networks.
HOW EXECUTIVE LEADERS WORKS

The programme will be tailored to meet your specific needs; the process begins with an initial telephone conversation with your programme facilitator before the first online introductory tasks. Your personal requirements and desired learning outcomes from the programme will be discussed during this call along with initial thoughts on a strategic project. This will be used to underpin the learning that takes place throughout the six months of Executive Leaders.

Executive Leaders draws on a variety of research to shape the practical learning that will take place. It is led by facilitators who know the reality of contemporary higher education and it will contain many real life scenarios.

The elements of Executive Leaders are:

01. Introduction: In addition to meeting your colleagues online this activity prepares you for working and sharing your thoughts and research outputs in an online environment. You will be asked to complete a psychometric questionnaire on your thinking style and receive detailed feedback from a facilitator before the first face-to-face session.

02. Executive Thinking: In this two day residential session you will explore the impact of your thinking style on your colleagues and the development of excellent communication skills, which are central to successful leadership. You will have the opportunity to network with and hear about the challenges for senior leaders as part of this session.

03. Strategic Thinking: This online activity includes the development of your strategic project which will be shared within the online environment. Within this setting you will have the opportunity to interview senior members of executive teams, exchange ideas and advice on plans with colleagues and a range of external peers as you gain further insights into what it takes to be an Executive Leader.

04. Power and Politics: In this residential session you will gain further insight into authentic leadership and the importance of strong values, resilience and ethics in developing your own leadership style. It will also focus on being aware and alert to politics and power relationships within the higher education environment. After this residential you complete a 360-degree diagnostic on authentic leadership and receive feedback from your facilitator.

05. Personal Impact: This online activity will provide an opportunity for you to have your digital presence (anything that exists in the digital world about you) reviewed by colleagues and to explore ways in which it can be enhanced.

06. Strategic Impact: In the final face-to-face session you will hear from senior leaders on the importance of a digital presence and the way in which these profiles are used by recruiters and seen by colleagues, as well as how they impact on the reputation of your university or higher education college. In this part of the residential there will also be feedback and reflection on the senior strategic activities that the group has undertaken.

07. Final evaluation and feedback: This final online activity seeks to gain full feedback. This will be followed by a group discussion on perceptions of the impact that the Executive Leaders programme is likely to have on leadership practices within participants’ institutions.
MEET THE EXECUTIVE LEADERS TEAM
The programme team are senior leaders who have been through and understand your professional challenges and hurdles.

Professor Alison Halstead
Professor Halstead is the pro-vice-chancellor: strategic academic developments at Aston University and the programme director for the Executive Leaders programme. A national teaching fellow and principal fellow of the Higher Education Academy, Alison has led the design of Executive Leaders and will help you develop some of the practical and leadership aptitudes and skills that you need to secure a position within senior leadership teams in higher education and the realities of being part of such a team.

Dr Heather Thornton
Heather is currently a visiting clinical fellow at the University of Hertfordshire and is also a freelance consultant in higher education and the NHS. Heather specialises in learning and teaching including technology enhanced learning and, having designed the online elements of Executive Leaders, will facilitate your learning in the online environment. She is a senior teaching fellow of the Higher Education Academy.

Dr Kevin Flinn
Kevin is head of leadership and organisational development at the University of Hertfordshire. He has studied leadership and management throughout his career, culminating in doctoral research exploring how to develop leaders’ capacities for sense-making, reflexivity and practical judgement. Kevin was also part of our Changing the Learning Landscape (CLL) senior leadership programme delivery team, working with over 150 universities and colleges to support the transformation of their technology enhanced learning (TEL) infrastructures and/or capabilities.

TO FIND OUT MORE
If you would like to discuss taking part in Executive Leaders Programme please contact:

Will Wade
Programme development coordinator
E: will.wade@lfhe.ac.uk  T: 020 3468 4825

BOOKING A PLACE
To book a place visit www.lfhe.ac.uk/execlead

• The deadline for cohort two is Monday 6 July 2015.
• The deadline for cohort three is Monday 11 January 2016.

You will need to return the following forms:
1. The application form.
2. Participant questionnaire: This will give the selection team an insight into your experience, career aspirations and expectations of the programme and will help them to prepare activities that are personalised to your needs.
3. Sponsor questionnaire: This will be used to enable your institution to work with you to identify a strategically beneficial area for you to explore and develop while you are on the programme.

Get started at www.lfhe.ac.uk/execlead
Seeks to enable individuals to make a concrete difference to planning and implementation in their current jobs as well as focusing on their personal development for future roles.

WHAT HAPPENS AFTER I APPLY?
We will get back to you on Tuesday 14 July 2015 about your place on the second run of the programme. We will offer full feedback to all candidates who are not offered a place.

Once your place is confirmed, a member of the Executive Leaders team will contact you and make the arrangements for your conversation with a programme facilitator, so that you can discuss your desired outcomes of Executive Leaders. This is your chance to shape how the programme works for you and raise any concerns about it or your technology requirements.

EXECUTIVE LEADERS PROGRAMME TWO

Activity | Second Cohort
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Application deadline | Monday 6 July 2015
Candidates informed | Tuesday 14 July 2015
Period for the one hour phone call | Wednesday 15 - Wednesday 22 July 2015
Programme launch | Tuesday 29 September 2015
Residential 1 | Tuesday 20 (evening) - Wednesday 22 October 2015
Tutorial 1 | Wednesday 18 November 2015, 9.00 - 10.00am
Residential 2 | Tuesday 8 (evening) - Wednesday 9 December 2015
Tutorial 2 | Wednesday 6 January 2016, 9.00 - 11.00am
Residential 3 | Tuesday 9 (evening) - Wednesday 10 February 2016
Evaluation tutorial | Thursday 3 March 2016

Applications for cohort two must be submitted by Monday 6 July 2015

EXECUTIVE LEADERS PROGRAMME THREE

Activity | Third Cohort
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Application deadline | Monday 11 January 2016
Candidates informed | Tuesday 19 January 2016
Period for the one hour phone call | Wednesday 20 - Monday 26 January 2016
Programme launch | Thursday 4 February 2016
Residential 1 | Tuesday 8 (evening) - Thursday 10 March 2016
Tutorial 1 | Wednesday 13 April 2016, 9.00 - 10.00am
Residential 2 | Tuesday 10 (evening) - Thursday 11 May 2016
Tutorial 2 | Wednesday 8 June 2016, 9.00 - 11.00am
Residential 3 | Tuesday 28 (evening) - Wednesday 29 June 2016
Evaluation tutorial | Thursday 14 July 2016

Applications for cohort three must be submitted by Monday 11 January 2016

Insight into what it takes to be an executive leader and why this is a different challenge to anything you may have encountered before.