EXECUTIVE LEADERS

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

The programme’s approach encompasses a mixture of face-to-face residential workshops and online learning. It will provide the insight and skills needed to support your transition into a strategic leadership position. To optimise your time away from your institution, the programme exploits the digital environment to enable shared working on key institutional challenges. This will broaden the experience and help you plan your future career.

Executive Leaders is led by Professor Alison Halstead, the pro-vice-chancellor for strategic academic developments at Aston University. She has held senior academic and management roles at several other universities in the UK. Professor Halstead says that Executive Leaders “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.”

By the end of the Executive Leaders programme, you should 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 strategic leadership. If your current aspiration is a position within the senior leadership team then Executive Leaders will help you to acquire the skills you need to facilitate this transition.

**WHY SHOULD I CHOOSE EXECUTIVE LEADERS?**

With Executive Leaders you will have the opportunity to engage both remotely and face-to-face, enabling you to develop collaborative experience in leading in a contemporary university environment. The technology we are using on the programme will help you be able to fit your learning and development around your current workload and personal commitments. You will also save on time and travel and be able to expand your professional contacts.

Executive Leaders will launch in January 2015 and you could be one of the first to take part and help shape it for future members of your team or other colleagues who might attend.
**HOW EXECUTIVE LEADERS WORKS**

The programme will be tailored to meet your needs through 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 work-based project or research activity. 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.

Throughout the programme you will take part in activities that explore:
- Self-awareness.
- Cognitive thinking styles and authentic leadership.
- A real life project from your own work portfolio.
- Networking with people you need to influence.
- Senior leadership teams in action.

The elements of Executive Leaders are:

**01. Introduction:** This online activity prepares participants for working and sharing their thoughts and research outputs online, and includes meeting programme colleagues. 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 work-based project or task. It will be shared online and will provide opportunities to interview senior members of executive teams within and external to your own institution. In this part of the programme you will 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.

During this period you will complete a 360-degree diagnostic on authentic leadership and receive feedback from your facilitator.

**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.

**05. Personal Impact:** This online activity will provide an opportunity for you to have your digital presence 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 the institution. 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 and frank feedback on this first iteration of Executive Leaders. 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 share with you some of the practical and leadership aptitude 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 Kevin Flinn**
Kevin is head of leadership and organisational development at the University of Hertfordshire. He has studied management throughout his career, starting with a diploma and moving up to 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.

**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.
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.

**HOW TO APPLY**

To apply for Executive Leaders you should complete the online application that includes an application form, a participant questionnaire and a sponsor questionnaire.

You will be told by Monday 12 January whether your application has been successful. We will offer full feedback to all candidates who are not offered a place.

Following a successful application you will be contacted by one of the programme team who will arrange a telephone call with you to discuss your desired outcomes of the programme. This is your chance to shape how the programme works for you and raise any concerns about the programme or technology environment.

**Applications must be submitted by Tuesday 6 January 2015.**

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**I’D LIKE TO FIND OUT MORE?**

If you would like to speak to someone about the Executive Leaders Programme please contact

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

Or visit the Executive Leaders page [www.lfhe.ac.uk/execlead](http://www.lfhe.ac.uk/execlead) for further programme information and a frequently asked questions page.

**I’M INTERESTED IN BOOKING?**

The booking details for Executive Leaders, including the application forms, price, dates and location information can be found at [www.lfhe.ac.uk/execlead](http://www.lfhe.ac.uk/execlead). The application deadline is Tuesday 6 January 2015.

You will need to return the following forms as part of your application for Executive Leaders:

1. Application form.
2. Participant questionnaire: This will provide the selection team with insight into your experience, career aspirations and expectations of the programme and will assist the personalisation of the activities.
3. Sponsor questionnaire: This will be used to enable your institution to work with you to identify a strategically beneficial area for you to engage with while on the programme.

The application process takes place online and can be started at [www.lfhe.ac.uk/execlead](http://www.lfhe.ac.uk/execlead)

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It's easy to apply: