

Advisory Group

When the Leadership Foundation for Higher Education was inaugurated, an Advisory Group was set up to support the work of the then Director for Scotland, Anne Sibbald. Chaired by Professor Christine Hallett, principal at the University of Stirling, the group included representatives from institutions across the sector from a variety of academic disciplines and leadership positions and individuals from other public sector organisations. They met bi-annually to provide advice and guidance on the development of programmes and the provision of relevant services to the Leadership Foundation in Scotland and also to raise awareness within their own institutions and networks of the mission and objectives of the Leadership Foundation across the UK.



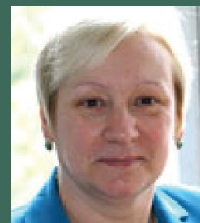
**Christine Hallett, Vice-Chancellor,
University of Stirling**

After four years in the Chair, Professor Hallett will step down from the post at the end of this academic year. She said "With the firm establishment of the Leadership Foundation in Scotland the role of the Advisory Group needs to change; to be a 'critical friend' as well as 'champion'. As the new Director for Scotland is also from the University of Stirling, it seems an appropriate time for me to step down".

Ewart Wooldridge, Chief Executive of the Leadership Foundation said "The Leadership Foundation has been extremely well-served by the Chair and members of the Scottish Advisory Board, and Christine's leadership will be missed. I'd like to take this opportunity to thank her for her energy and enthusiasm in helping to develop the Leadership Foundation in Scotland".

The new chair of the Advisory Group will be announced before the end of the summer. Other group members will be invited to continue their membership of the group, but if you would like to join the Advisory Group from September 2008, please contact Ginnie Willis on ginnie.willis@lfhe.ac.uk for further information.

THE TEAM IN SCOTLAND



GINNIE WILLIS
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Development (Scotland)**
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Ginnie's role is to consolidate and develop further the Leadership Foundation's successful programme of support to Scottish universities and higher education colleges. Before joining the Leadership Foundation Ginnie was director of Training and Development, University of Stirling. A more detailed profile of Ginnie appeared in Engage 11, and is available on our web site at

www.lfhe.ac.uk/publications/engage11.pdf



LORNA BRYCE
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(Scotland)**
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Lorna provides administrative assistance and supports Ginnie Willis in delivering our work in Scotland. Her role focuses on the co-ordination of applications for Scottish events, the day-to-day operations of the Leadership Foundation in Scotland and also acts as the Scottish point of contact for our members. Lorna is based at the offices of Universities Scotland where she also works for the public affairs team.



STAFF DEVELOPMENT CONFERENCE 2008: NARRATIVES OF POTENTIAL

5 – 7 NOVEMBER

**Leadership
Foundation**
for Higher Education

In partnership with the



Building on the successful conference in Brighton last year, writes Sandy Wilkie, the outgoing chair of the Staff Development Forum (SDF), we are delighted to bring the annual Staff Development Conference back to Scotland. This year's event will be held at The George Hotel, Edinburgh, from Wednesday 5 - Friday 7 November 2008. It is running again as a partnership event between the Leadership Foundation and the SDF.

The theme of the 2008 conference is 'Narratives of Potential', taking its lead from the rich literary heritage of Edinburgh. Practitioners attending the event will explore development stories together, engage in conversations about organisational development, share ideas/resources and have dialogue about both strategic and tactical interventions. There has been recognition that good leaders can engage their staff with compelling stories. Storytelling is also a technique that can be used to effect organisational change. This year's conference will explore the art of narrative as an effective tool to share practice and engage others in stories about development.

The conference planning group includes two members of the Universities Scotland regional group (MPDG); Alan Taylor from Edinburgh and myself from St Andrews. We are joined by Ginnie Willis, Leadership Foundation director for Scotland, and several other colleagues from around the UK. Our challenge will be to create a stimulating conference experience that blends workshop stories, plenary sessions and informal/structured networking opportunities, all set against the backdrop of a lively cultural location. It promises to be a rather special event.

Further information on the 2008 conference can be found at www.lfhe.ac.uk/evt-crs-prog/calendar/sdcnov08.html

Spaces will be limited this year to around 160 delegates and the event is likely to be a sell out. Early bird registration closes on 30 June 2008, so if you want to be part of the storytelling experience then book your place quickly!

HEADS OF DEPARTMENT SERIES IN SCOTLAND (5)

In May the Heads of Department Series (Scotland) returned to Hilton Dunkeld House Hotel for its fifth run. Seventeen new and aspiring heads of department from nine institutions attended the event which has been revised for this year. Following comments received from previous attendees the programme now incorporates more formal networking slots, a longer period for action learning, more opportunities for individual and group involvement and a new diagnostic – the Thomas Kilman Conflict Mode instrument.

Participants this year remarked: "Excellent programme well delivered, relevant content and a great opportunity to learn from others with substantive knowledge and experience at a senior level" and "Most useful leadership course that I have attended. Liked the style of delivery, the pack of materials and also useful analysis. The book* will be helpful too". Not surprisingly given the intensity of the days, there was also a call for "more down-time". The remaining two modules of this programme, the action learning day and the HR Masterclass, are scheduled for later this month.

This year staff and organisational developers were offered the opportunity of attending the programme to see first hand its scope and effectiveness and to ensure that they are well positioned to recommend appropriate candidates for further presentations. This option will remain for future presentations of the programme, HOD Scotland 6 is scheduled for November 2008, and HOD Scotland 7 for May 2009.

**For more information visit the Leadership
Foundation website: www.lfhe.ac.uk**

* The Higher Education Manager's Handbook:
Effective Leadership and management in universities and colleges.
Author: Peter McCaffery, ISBN: 978-0-415-33507-2

NEW HORIZONS FOR CHANGE ACADEMY

Change Academy is a well-established process that enables teams from HEIs to pursue their own change initiatives in a supported environment. At the heart of Change Academy is a residential retreat, where teams can interact with one another and have the opportunity to use various supported development tools to enrich their project thinking.

Change Academy is more than just the retreat however, it is typically a longer term process in which teams prepare in advance for their participation and have structured time to reflect some weeks after the residential component.

Over the past 18 months, the Leadership Foundation has been working with the Higher Education Academy (HEA), the Scottish Government, and a wide range of other stakeholders on a tailored approach to Change Academy, specifically for teams of social work academics. All the schools of social work in Scotland participated, along with employer representatives and other strategic stakeholders. Each project was aimed at realising an aspect of social work policy development in Scotland and many of the teams worked collaboratively.

The project has been hailed as a success at many levels, in particular for the opportunities it has created for the nurturing of relationships between academe, the professions and policy-makers. It could be easily applied to other professional disciplines in Higher Education and we are now exploring possibilities for extending the process.

If you are interested in further discussion of this, please contact Ginnie Willis on 01786 430328 or at ginnie.willis@lfhe.ac.uk



RESEARCH LEADERS' DAY

A collaboration between the Leadership Foundation, Universities Scotland Research and Commercialisation Committee, ScotHERD and the Scottish Funding Council, resulted in a one day event held in Dundee in January 2008. The audience for this programme included senior researchers and research leaders and its aim was to provide an opportunity to share good practice in research leadership and leadership development. The event was very much a forum of good practice, giving participants the time and space to reflect upon their experiences and individual training needs, and to identify ways to ensure their team members could also benefit from a structured process of development. Feedback from participants has been constructive and will be used to develop further events, with more inputs, more active 'how to do it' sessions and appreciative enquiry.

TOMORROW'S LEADERS

Leadership development programmes structured to meet the development needs of senior leaders at different levels within higher education

TOP MANAGEMENT PROGRAMME

A personal and professional development programme for those operating at the most strategic levels in HEIs.

TMP18

Nomination Deadline:

Monday 15 September 2008

Orientation: Friday 23 January 2009

Week 1:

Strategic Leadership and Change

Monday 9 - Friday 13 February 2009

Action Learning: Tuesday 10 March 2009

Coaching: Tuesday 31 March or Wednesday 1 April 2009

Week 2:

International Visit:

Monday 18 - Saturday 23 May 2009 (The dates may be subject to change as they are dependent upon the location of the international visit)

Action Learning: Tuesday 28 April 2009

Week 3:

Strategic Leadership: Finance, People and Top Team Issues

Monday 22 - Friday 26 June 2009

Venue: TBC

Price: £13,500

HEADS OF DEPARTMENT SERIES IN SCOTLAND

This programme has been developed specifically for heads of academic and service departments within Scotland HEIs.

Series 6

Application Deadline: Friday 31 October 2008

Residential:

Thursday 13 - Friday 14 November 2008

Venue: Macdonald Houstoun House, Edinburgh West,

West Lothian, EH52 6JS

Action Learning Day:

5 December 2008

Venue: To be determined by the groups

Masterclass:

16 December 2008

Venue: TBC

Price: £1,400

RESEARCH TEAM LEADERSHIP

RTL is a two-day programme for research team leaders, and is designed to enhance and develop the participant's leadership skills. RTL has been designed by and is delivered by experienced former research team leaders.

RTL9

Dates: Thursday 17 - Friday 18 July 2008

Venue: Thistle Euston Hotel, Cardington Street, London, NW1 2LP

Price: £995

RTL10

Dates: Thursday 23 - Friday 24 October 2008

Venue: Aston Business School, Aston University, Birmingham, B4 7ET

Price: £1,025

LEADING TEACHING TEAMS (LTT)

LTT is our new a two-day course, designed to develop the leadership skills of teaching leaders. Participants will discover how to build and lead a teaching team, motivate and support individual team members and develop their role as a communicator; thus enhancing their skills in delivering undergraduate teaching. Full details will be communicated shortly.

LTT3

Dates: Monday 24 - Tuesday 25 November 2008

Venue: York Marriott Hotel, Tadcaster Road, York. YO24 1QQ

Price: £1,025

Application Deadline: Friday 7 November 2008

GOVERNOR DEVELOPMENT PROGRAMME

A series of development seminars and networking events for Boards and Chairs of Governors in HEIs.

Case Studies in Implementing KPIs – in collaboration with CUC

Date: Thursday 26 June 2008

Venue: Holborn Bars, High Holborn, London. EC1N 2NQ

Price: £365

A full list of Spring and Summer 2008 Governor Development Programme events can be found at www.lfhe.ac.uk/governance

CONFERENCES

Staff Development Conference: Narratives of Potential – A joint Staff Development Forum and Leadership Foundation event.

Booking Deadline: Tuesday 30 September 2008

Dates: Wednesday 5 - Friday 7 November 2008

Venue: The George Hotel, Edinburgh

Early Bird: £630 (before and including 30 June 2008)

Price: £685 (after 30 June 2008)

OTHER EVENTS

Transatlantic Dialogue on Strategy and Practice: From Competition to Collaboration: Thriving in a Global Future

Dates: Monday 7 - Wednesday 9 July 2008

Venue: Doubletree Hotel, Washington DC, USA

Price: £1,200

Your institution must be a member of the Leadership Foundation for the members' prices to apply.

For more information or to book a place please contact

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Full details of all programmes and seminars, with booking forms, are also available online at www.lfhe.ac.uk