



Professional Directors

Future Professional Directors is uniquely designed to realise the full potential of those who aspire to lead professional services across their institution. Harnessing leadership aspirations and capability to drive success, the programme develops the ability to lead strategy and change across professional boundaries.

ABOUT FUTURE PROFESSIONAL DIRECTORS

Future Professional Directors is an innovative programme for those who wish to develop their skills to lead increasingly strategic and cross organisational initiatives. It will enhance your personal leadership style, develop your strengths and provide tangible techniques to approach change leadership.

Using a challenging *in-at-the-deep-end* approach, this programme will focus on strategy and organisational change from day one. Integrated alongside these primary themes will be opportunities to reflect on the core skills that really position people as leaders, such as aspects of personality and style, interpersonal influence, creating impact, and team development. Inspiring commitment and strengthening engagement are the gateways to successful change no matter how sound or solid the planning.

Future Professional Directors will create a unique opportunity for aspiring leaders from across institutions and across all professional services to work together to explore, discover and enhance their strategic leadership potential. This learning community, sharing experiences and insights from a wide range of professional perspectives, will be a key feature of the programme.

The programme will expose you to new ways of approaching leadership challenges from across the higher education sector through a live case study, simulations and group work (online and residential) over the course of three modules.

It will challenge you to tackle problems unique to professional services that may be both familiar and unknown, enabling you to build your personal resilience and bring this learning back into your institution.

With a strong emphasis on collaboration, partnership and working across professional boundaries, Future Professional Directors recognises the pivotal role that professional services play in taking forward institutional agendas and strategic priorities.

Future Professional Directors was developed from our acclaimed Future Leaders Programme. It has been designed with feedback from the alumni network and a steering group of higher education sector bodies, ensuring that we preserved the strengths of the predecessor and further developed areas that were identified as most beneficial and significant to contemporary professional service leaders.

Working together with the steering group, Future Professional Directors was developed in partnership with AUDE, AHUA, AMOSSHE, ARC, BUFDG, HESPA, SCONUL, UCISA and UHR.

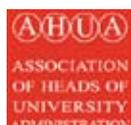
WHO IS FUTURE PROFESSIONAL DIRECTORS FOR?

This programme is for aspiring professional service leaders in all areas of the institution. Working in a professional services role you will have demonstrated strong leadership potential alongside a commitment to developing both yourself and others. You may be leading teams, a service area and/or a department, and you will be considering how to enhance your leadership skills, confidence and strategic awareness to take on your next role toward director or equivalent.

The programme will be relevant for heads of department, managers, deputy or assistant directors, project managers or administrators and equivalent. Working in collaboration with sector bodies, the programme has been created to meet the unique requirements of professional services colleagues who belong to or would affiliate with these organisations.

In partnership with www.lfhe.ac.uk/fpd

In partnership with



PROGRAMME BENEFITS

Benefits for you:

By the end of the programme you will have had the opportunity to:

- Understand how to be strategic when collaboratively engaging with others and working across boundaries to plan and implement significant change.
- Develop skills and approaches for dealing with challenge, whether it is institutional change, developing partnerships or interpersonal conflict.
- Acquire an in-depth appreciation of professional services and education issues in Higher Education that will help you interpret, penetrate and respond to your organisational context.
- Explore your personal leadership style and strengths, and how to capitalise on this when considering your next career step.
- Build and enhance their awareness of their identity as a leader through engaging with a range of personal, creative and practical explorations/exercises.
- Gain a network of peers with which to share experiences of professional service leadership and develop a wide range of perspectives and insights.

Benefits for your institution:

Programme participants will return with fresh perspectives on professional service leadership that will enable them to challenge both themselves and others. They will understand the energy needed for sustainable change and how to lead across the organisation to create engagement and collective commitment. Through discussion with a community of fellow participants, and the programme directors and other contributors, they will have deepened their understanding of how to approach sector challenges and increased their confidence and motivation as leaders and change agents. The programme will enhance their potential to lead with focus and integrity in a rapidly evolving higher education landscape, matching the needs and expectations of more complex, diverse and fast-paced educational and research environments.

SPECIAL FEATURES

Future Professional Directors is unique in higher education as it has been devised for colleagues from all professional service areas. Throughout the programme the emphasis will be on leading change, developing strategy, inspiring commitment and strengthening engagement.

Designed in recognition of today's much greater focus on collaborative working across professions and organisations, and of the continuous nature of change in our sector, the programme features a 'spiral' pedagogic approach so that the conversations about change, strategy and organisational needs begin on the first day and continue to the last.

The programme features:

- Three residential modules each with a centrepiece learning activity focussed on leading change, collaborative working and strategic development.
- Three real-time leadership challenges developed over the course of the programme (a people, institutional and stakeholder challenge).
- An online group enquiry process working in small groups on aspects of your leadership challenges.
- A live institutional case study during the first residential to explore different approaches to change leadership in real time.
- Action-learning groups enabling you to explore your leadership challenges in a safe environment with the support of your peers, and take back real solutions to benefit your institution.
- A 360-degree diagnostic (Higher Educational Transformational Leadership Questionnaire) to better understand your leadership style, followed by a personal coaching session to help you apply the feedback to your working life.
- A webinar tailored to a topic of interest to each small group.
- Simulation activities and case studies to explore leadership approaches, strategy and change in a safe and supportive environment.



Institutions will gain motivated and confident colleagues.

PROGRAMME STRUCTURE

Future Professional Directors has three residential modules over nine months. It is also supported by an online learning process through which you will work in small groups to develop your leadership challenges.

Residential one 'Leading in a culture of change':

This intensive module features a live case study focusing on an ongoing change project at a host institution. Throughout the module you will explore your leadership style and values, and how you use this as you position yourself as a leader of change.

Residential two 'Leading across the organisation':

The focus of this module will be boundary spanning leadership, which will be explored through a simulation activity. You will receive group and personal feedback on the simulation, in which you are challenged with taking on a role and working with your peers toward a shared organisational goal. Concepts of negotiation, emotional intelligence and building and developing teams will be explored.

Residential three 'Leading strategic engagement':

Developing and delivering strategy will feature in this module. You will work on a given strategic scenario, analysing and developing strategic priorities.

FIND OUT MORE

You can find more information on the content, benefits and dates of the programme at www.lfhe.ac.uk/fpd

If you would like to talk to Doug Parkin, the programme director, please contact him directly on:

T: 07810 087363

E: doug.parkin@lfhe.ac.uk

HOW TO APPLY

Applications for Future Professional Directors include:

- A completed booking form, including a note of support from an institutional sponsor.
- Submitting three leadership challenges that you will work on throughout the programme.
- Your CV (2 sides max).

Applicants are asked to submit three leadership challenges that they will work on throughout the course of the programme. These will cover: a people challenge (team or individual), a stakeholder challenge (internal or external) and a change challenge (local or institution-wide). These leadership challenges can be linked to a single project or be three distinct projects.

For full details on how to apply and for guidance notes please visit www.lfhe.ac.uk/fpd



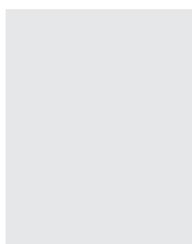
Future Professional Directors will expose you to new ways of approaching leadership challenges.

Explore Share Consider



Understanding sources of power, influence, negotiating and emotional intelligence.

PROGRAMME DIRECTORS

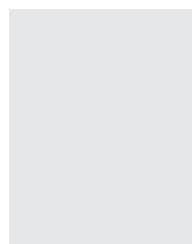


Doug Parkin

Doug is the Programme Director for three leadership development programmes, Future Professional Directors, Preparing for Senior Strategic Leadership and Leading Transformation in Learning and Teaching. He also leads a number of international initiatives and bespoke

consultancy projects for universities. Prior to joining the Leadership Foundation in January 2013, he was Head of Staff and Educational Development at the London School of Hygiene and Tropical Medicine (University of London). This was a wide-ranging senior role that included responsibility for academic development, leadership and management development and core workplace skills.

Doug has worked in adult learning and development for over fifteen years. With experience across a range of organisations and sectors, he has explored and considered leadership from a wide range of perspectives: academic leadership, educational leadership, medical leadership, the leadership of public services, leadership in the arts, and leadership in a not-for-profit, voluntary sector environment.



Tracy Bell Reeves

Tracy is an experienced organisational development and leadership practitioner who up until January 2016 was Deputy Director of Human Resources and Organisational Development at Canterbury Christ Church University, where she worked for the last 17 years.

She previously worked at the University of Kent to develop the commercial services division, and before that in the private sector within the hospitality industry, responsible for team development and setting up and developing brands. Tracy currently works with the Leadership Foundation and Association of University Administrators as a delivery partner and associate, maintaining her involvement in and passion for staff engagement, leadership development, women's progression and organisational culture.

A CIPD member and a keen mentor within and outside the sector, Tracy believes strongly in nurturing others potential by the transformational power of education, building partnerships and formal and informal networks and setting up and chairing the South East Developers Forum. Tracy also acts as a role model for Aurora, the Leadership Foundations women's leadership initiative.

Build Discover Create
Connect Acquire

QUOTES FROM FUTURE LEADERS PROGRAMME ALUMNI:

"It taught me resilience and how to dig deep to undertake challenging individuals and situations. Without the programme I wouldn't be the leader I am now, nor would I have the platform from which I continue to develop."

"Without undertaking this course and learning more 'tool' and theory, I would not have gone on to the next level of Director. It was the long friendships, support and networking that allowed me to have the confidence to continue further."

"There are points of reflection I come back to again and again, because the intensity and length of the programme mean the seeds of change had time to take root."

"I think many people find that the programme 'broke them down' to build them back up. What I needed was the opposite – to learn that I actually had more strengths than I previously thought and learn how these fit into a team and myself. This was hugely valuable and has stayed with me – as has my action learning set which still meets."

Contact us at

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