DEVELOPING LEADERSHIP AND MANAGEMENT PRACTICE (DLMP)

Length: 6 days
Places available: 24
The programme is aimed at staff who:

- have demonstrated an aptitude or potential for leadership
- are currently leading one or more functions and/or teams, and/or be managing staff who are themselves managing other staff
- are on grade 8 or above
- are currently employed by the University or by a college of the University and are likely to be in that post or a similar management post for at least a year after the programme ends

If you don’t think you are within this target audience, you may find it helpful to look at our course directory webpage for other ideas [http://www.learning.ox.ac.uk/courses/](http://www.learning.ox.ac.uk/courses/)

In your application you should ensure that you demonstrate the following:

a) clarity on your strengths as a manager and leader and where you need to develop
b) a match between what you want to learn and the content of the programme (see course outline below)
c) a readiness to develop your confidence and capability as a manager and leader to enhance your practice and/or to develop your career plan; and
d) the practical support of your own line-manager/supervisor including:
   - willingness to agree time away from standard duties to attend workshops and complete self-directed work in between workshops
   - provision of opportunities to practise skills learned on the course
   - support in undertaking a project which will benefit your area of work and help you to put your learning into practice.

Course outline

This programme aims to develop and integrate participants’ knowledge and skills in management and leadership. It is designed to encompass the variety of middle-management roles within the university, and emphasizes self-development and the strategic elements of management.

By the end of the programme you should be able to

1. understand how your preferences affect the way you approach working relationships and change, and how you use information, make decisions and organise yourself and others
2. make the best possible use of your influence and resources (including feedback) for effective leadership
3. understand the culture and environment of the University and your workplace
4. lead change effectively and sustainably
5. manage the impact of change on individuals, teams and the organisation
6. manage a project to bring about change in your workplace
7. recognise and solve problems in projects, change and interpersonal relations
8. consider your own resilience in order to increase and sustain it, e.g. by understanding and adapting your management style, and tackling difficult conversations confidently and effectively
9. recognise and act upon your own development needs and those of your team members.