DEVELOPING LEADERSHIP AND MANAGEMENT PRACTICE (DLMP)

Duration: 6 days

Programme dates:

Hilary Term 2018

Tuesday 27 February, 9.30 am – 5.00 pm
Wednesday 28 February, 9.30 am – 5.00 pm
Tuesday 27 March, 9.30 am – 5.00 pm
Tuesday 24 April, 9.30 am – 5.00 pm
Tuesday 15 May, 9.30 am – 5.00 pm
Tuesday 12 June, 9.30 am – 5.00 pm

June - optional 1:1 coaching following final workshop

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 are managing staff who are themselves managing other staff
• are typically 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.

Programme outline

This programme builds on participants’ previous experience of managing and leading and on their previous learning in these areas. Participants will be in middle management roles in the University leading multiple teams and/or significant activities that have a wide reaching impact. During the programme, participants work on a change initiative from their workplace, in collaboration with a coaching group, comprising other participants from the programme.

By the end of the programme you should be able to:

• 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
• identify what it means to lead at Oxford and how you can and will enact that role within the University;
• appreciate your emotional responses to leadership challenges in order to enhance working relationships
• lead change effectively and sustainably
• manage the impact of change on individuals, teams and the organisation
• 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
• recognise and act upon your own development needs and those of your team members.
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 above)

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:
e) willingness to agree time away from standard duties to attend workshops and complete self-directed work in between workshops
f) provision of opportunities to practise skills learned on the course
g) support in undertaking a project which will benefit your area of work and help you to put your learning into practice.