**SPRINGBOARD**

**Duration:** 5 days

**Programme dates**

- Hilary Term 2018
  - Wednesday 17 January, 9.30 am – 3.30 pm
  - Wednesday 21 February, 9.30 am – 3.30 pm
  - Wednesday 21 March, 9.30 am – 3.30 pm
  - Wednesday 25 April, 9.30 am – 3.30 pm
  - Wednesday 17 October, 9.30 am – 12.00 pm

**The programme is aimed at staff who:**

- Self-identify as female
- are currently employed by the University or by a college of the University
- are at a point in their career or personal lives where they need to reflect on their achievements, consider opportunities and develop confidence in reaching new goals.

**Programme outline**

This programme is an award-winning personal and professional development programme, designed and developed by women for women. It has been created specifically to enable women to achieve their full potential both at work and in their personal lives. Springboard aims to enable women to review their life position, clarify their aspirations and work out, in a mutually supportive environment, a means of navigating their way towards their desired future. It is for all staff, regardless of career, life stages, role or background. Some women who take part are aware that they are at a personal crossroads, some are aware that they want to make a change without knowing why or what that is and some have a very clear idea of their future direction of travel and are looking to develop their confidence in achieving this.

**Workshop one:** An introduction to each other and to the programme; introduction to individual core values and how our values inform the decisions and actions we take in all areas of our lives; identifying our current strengths and weaknesses and identifying our Springboard objectives and action points.

**Workshop two:** Developing a greater understanding of ourselves, what and who influences us; considering how we experience change and how we can initiate it in our lives; further work on setting goals and action points for ourselves.

**Workshop three:** An introduction to assertive communication and applying it to real life situations.

**Workshop four:** Sharing and celebrating achievements so far; an opportunity to continue to practise effective communication; looking ahead to the future and considering next steps to ensure learning continues and identifying further ways in which it can be applied in all areas of our lives.

**Workshop five (six months later):** An opportunity to reconnect with one another and reflect on how far we’ve come in relation to our Springboard goals and objectives and to gain some further guidance, help and support from one another.
In your application, you should demonstrate that:

a) you have the support of the person to whom you report, including agreement that you be released to attend all workshops and supported to transfer your learning into the workplace

b) you have considered carefully the areas in which you may not be achieving your potential and the factors that might be holding you back

c) you are clear on why this programme is a good fit for your learning needs

d) you are ready to and/or have experience of learning in your own time in order to develop your skills/confidence

e) you are ready to work in a group to identify your aspirations and work towards them.