

Strategic Development Programme

Learning and Development
Human Resources

Overview

The **Strategic Development Programme (SDP)** is a professional development programme aimed at senior professional services staff from across the University. The purpose of the programme is to develop the knowledge, skills and confidence of participants to enable them to contribute to, and lead on, the development of world-class professional services and academic operations.

Each session addresses different aspects of strategic leadership, whilst enabling participants to learn from the experiences of their colleagues and build professional relationships and networks. The programme also offers the opportunity to hear from senior figures in the University.

Alongside the facilitated sessions, participants are required to undertake an individual, strategically focused project that comprises a new piece of strategic work in an area that they have the ability to take the lead on. This offers participants the opportunity to practically apply the learning from the programme to their professional practice. Participants are matched with a senior member of professional services staff who mentors them for the duration of the programme. The mentoring relationship is focused on, and supports delivery of, the strategic project.

Duration

Six sessions across seven months.

Delivery format

Live in-person events.

Who this is for

- Senior generalist and specialist professional services staff.
- Grades 8 to 10.

What you will learn

Programme aims:

- Provide professional services staff within the University of Cambridge with the skills and tools necessary to lead on the development of world-class administrative and academic operations.
- Increase confidence in performing the role of a senior level professional services colleague within the unique context of the University and the wider Higher Education sector.
- Promote professional networking and sharing of best practice beyond the programme.

Programme objectives:

- Explore personality type to enhance understanding of self and others.
- Understand the meaning and importance of inclusive leadership.
- Recognise how to apply personal style to lead teams and strategically engage with others.
- Develop strategic planning and project skills, and explore a range of strategic planning tools.
- Recognise how to manage change effectively and create an environment that fosters innovation.
- Share best practice with peers and explore solutions to challenges.

How you will learn



Discussion activities



Group work



Guest speakers



Live events



MS Teams channel



1:1 mentoring



Online resources



Presentation assignment



Project assignment

Programme content

Day 1: Introduction and Exploring Personality Type

Day 2: Inclusive Leadership

Day 3: Managing Self and Others

Day 4: Strategic Planning

Day 5: Strategic Engagement and Managing Change

Day 6: Project Presentations

Your feedback matters

At the end of each programme day, we will ask you to complete a brief immediate evaluation.

At the end of the programme, we will ask for your feedback as part of the overall programme evaluation.

Your feedback and comments are welcomed at all stages of the programme and will be used to inform future programmes.



Contact us

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