

# Senior Leadership Programme Level 3

Learning and Development  
Human Resources



## Overview

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This programme develops senior leaders to ensure we have individuals with the skills and attributes to fulfil senior roles.

An individualised programme is designed to meet the specific requirements of each participant including:

- a diagnostic phase to identify leadership strengths and development areas
- confidential coaching to facilitate professional development
- peer learning groups to provide the opportunity to explore and resolve individual issues collaboratively
- an impact day to evaluate the impact of your learning from the programme and action plan for the future

### Duration

15 months, including group sessions and 1:1 coaching.

### Delivered by

External consultants Advance HE

### Delivery format

Mixed online and in-person

### Who this is for

- Experienced Heads of Institution, or equivalent.
- Grades 11 and 12.

### Cohort size

A cohort of 8 leaders from across the University and Colleges.

## Programme content

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### Phase 1: Initial diagnostics

Diagnostic support to help participants reflect on their leadership capabilities and skills using 360 degree feedback and Myers Briggs Type Inventory (MBTI) optional.

### Phase 2: Coaching

A series of 8 x 1.5 hours confidential coaching sessions that will take place over a period of approximately 8 months. The coaching will be delivered by an accredited Advance HE coach, who will work closely with participants to support their development.

### Phase 3: Peer learning

During this phase, participants will work in small groups of 4. These confidential groups will be supported by a facilitator from Advance HE and will meet three times for up to half a day each occasion. The peer learning groups will support each other's development and plans for real life leadership challenges.

### Phase 4: Impact

A number of evaluation and impact approaches will gather feedback and insights from participants.



## Your feedback matters

At points approximately 1/3 and 2/3 through the programme, Advance HE will carry out telephone feedback sessions. At the end of the programme, there is a face to face impact session.

We also invite you at the end of the programme to participate in a discussion with the PVC for University Community & Engagement around future career roles and development opportunities beyond SLP3.

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



## Contact us

Learning and Development

[ppd.admin.cam.ac.uk](http://ppd.admin.cam.ac.uk)

[ppd@admin.cam.ac.uk](mailto:ppd@admin.cam.ac.uk)