The programme:
Endorsed by the Vice-Chancellor, the Senior Leadership Programme Level 1 (SLP Level 1) is a leadership development programme aimed at academics who are interested in the possibility of progressing into the role of Head of Institution or equivalent. With contributions from Professor Eilis Ferran, Pro-Vice-Chancellor for Institutional and International Relations, and other senior colleagues, the programme offers an insight into this key University role and its associated responsibilities. See our Leadership Development Framework (overleaf) which contextualises where the SLP Level 1 fits within the continuum of leadership development provision offered by the University.

Programme duration and content
The programme comprises four half day sessions that run between April and June each year. Each session addresses a different aspect of the Head of Institution role. It provides participants with the opportunity to develop the knowledge and understanding necessary to lead at this level, whilst creating opportunities for participants to learn from the experiences of their colleagues and build professional relationships and networks.

Programme Outline:
**Session 1: Leadership in the context of the University** provides the opportunity for participants to understand the scope of the Head of Institution role and the responsibilities, opportunities and challenges as experienced through the personal perspectives of those leading at Head of Institution, Head of School and PVC level. The session also provides participants with the opportunity to meet informally with the speakers and fellow participants during a drinks reception hosted by the Pro-Vice-Chancellor.

**Session 2: Leading others, winning hearts and minds** enables participants to explore key leadership theory and its application in the academic context. In addition, participants will have the opportunity to analyse their personal leadership style; consider the impact on their professional relationships and explore new strategies for enhancing their leadership and engagement of others.

**Session 3: Dealing with challenging people situations; Leading successful change.** Through discussion based activities with ‘real life’ case studies and supported by input from HR colleagues, participants will have the opportunity to discuss some of the challenging situations that arise and to develop key strategies for dealing with them effectively. The topic of Leading successful change will be addressed through contributions from key speakers with experience of leading specific change projects within the University. With opportunities for Q&A, this part of the session will enable participants to understand and explore some of the actions and strategies that facilitate success when leading in an environment of change.

**Session 4:** led by a senior member of the University, this session offers an opportunity for participants to reflect on what they have learned and gained from the programme; identify actions to support their future professional development and career progression and raise key questions that may have arisen for them as a result of their participation on the programme.

In addition to the above four core sessions, optional 1 hour briefing sessions are scheduled in June each year, covering the following topics: Managing the Estate; HR Legal and policy issues; Financial issues; Recruitment and selection: Equality and diversity; Research grant applications.

Selection for the programme:
Participation in the programme is by nomination. The nominations process is co-ordinated at local level by the School Secretaries in consultation with Heads of School and Heads of Department. Should you have any questions about the nominations process please contact your School Secretary.

For more information about the programme please contact
Sue Pandey, Head of Learning and Development:
ppd@admin.cam.ac.uk

Participant comments from the previous programmes:

“Very helpful for understanding what academic leadership actually entails.”

“I am far more aware of the importance of team building, relations with colleagues, communications and decision making than I was before.”

“All four sessions were extremely valuable.”