



## ADDITIONAL GUIDANCE ON SELECTING THE MOST APPROPRIATE PROGRAMME

### The difference in the focus of the programmes:

The **Aspiring Manager** focusses on thinking about and preparing you for taking on a management role in the future.

The **Edinburgh Manager** focusses on developing skills around your approach to your relationships with people you line manage and how you identify and communicate the purpose of your team.

The **Edinburgh Leader** focusses more on your mindset and approach to leadership, influencing others and speaking up to have an impact wider than your immediate work area.

### Line Manager or Not – Aspiring Manager or Edinburgh Manager?

In general when you are already in a role with line management responsibilities we would recommend the Edinburgh Manager and where you do not currently have line management responsibilities we would recommend the Aspiring Manager. However, we know how complex the roles at the University are and that some people need the same skills as a manager without having a line management in their role, through managing projects and needing to influence others in their role – they may be better suited to the Edinburgh Manager.

The reason for this is that a large part of the programme is peer support through mentoring and discussion groups when you will have the opportunity to discuss your approach to your relationships with people you line manage and how you identify and communicate the purpose of your team. If you could consider these questions in relation to the work you do then we believe you will get more out of the Edinburgh Manager programme rather than the Aspiring Manager programme, which has more of a focus of thinking about and preparing you for this in the future.

### Ensuring you are at the appropriate level for the peer support, discussions and networking

A large part of all the programme is peer support through mentoring and discussion groups when you will have the opportunity to discuss real situations you are facing in your role.

As an indicator to help with your decision around networking, a breakdown of previous delegates on the programmes are:

	UE03	UE04	UE05	UE06	UE07	UE08	UE09	UE10
The Aspiring Manager	2	19	44	30	24	6		
The Edinburgh Manager		1	2	25	50	27	13	1
The Edinburgh Leader					6	23	30	10

We appreciate that this is quite a stark way to look at the programmes due to the widespread types of roles across all the grades and people in these roles but hope it gives another level of information to consider when identifying the most appropriate programme for you.



## If none of the programmes are quite right at this time

Alternative development opportunities that may be of interest:

- [Personal Effectiveness, Management & Leadership Resources for staff](#) to work on identified areas of development
- [Mentoring Connections](#) to connect with another individual to offer or receive support aligned to your areas of development
- [Peer Discussion Groups](#) to build a network across the University by joining or facilitating a discussion group
- [Thematic Support for Leaders and Managers](#) - Collated resources on themes identified by the leadership and management community to support the achievement of Strategy 2030. Topics include Change, Digital Skills, Equality, Diversity & Inclusion, Meaningful Conversations and Mental Health & Wellbeing
- You may also find some of the resources in the [Planning Your Role and Career Development](#) webpages useful when considering alternative development options