



LEADERSHIP DEVELOPMENT

External Development Programmes

Internal Programmes and Formal Qualifications

Networks for Leaders



Leadership Development and Network Guide

This guide has been produced to provide an overview of leadership development opportunities available in 2023. The guide will be updated throughout 2023 when new dates become available.

It is aimed at experienced leaders within the University who are seeking leadership development to complement their existing skills and knowledge in leadership.

The guide is split into three sections: External and Internal Development Programmes, Internal Formal Qualifications and Networks.

In each section general leadership development opportunities are listed first; these are programmes and resources that provide an overview of leadership and the skills and attributes that make for a successful leader. The opportunities that follow provide increasingly specialist development.

You will also find information about the intended audience, listed from less senior to more senior, and a recommended audience based on job role.



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External & Internal Development Programmes

Please note that associated costs will need to be covered from local department budgets



External & Internal Development Programmes for

Head of School, Director of Professional Services or Director of Service (and equivalent) – stepping in to the role

Programme Title and Provider	Further Information (for both Academic and Professional Service leaders unless stated otherwise)	Context	Approx. time commitment	Location	Next Intake(s)
<p><u>The Edinburgh Leader</u> The University of Edinburgh</p>	<p>For staff with significant leadership responsibilities including setting the strategic direction of their work area. This programme is funded by HR so no cost to the department.</p>	University of Edinburgh Leaders	6 months	Online / Hybrid	January 2024
<p><u>Preparing for Strategic Senior Leadership</u> Advance HE</p>	<p>For senior leaders preparing for Head of School and Head of Service roles. Aims to develop the personal resilience, emotional intelligence and creativity needed by those operating at a strategic level in higher education.</p>	UK Higher Education	4 days	West Midlands	22 nd November 2023
<p><u>The Leadership Programme</u> Henley Business School</p>	<p>Experienced as leaders, leading teams, projects or organisations. For individuals where the requirement to lead and influence people is becoming increasingly significant.</p>	UK Organisations	6.5 days	Henley Business School	16 th October 2023 11 th March 2024 3 rd June 2024 14 th October 2024

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External & Internal Development Programmes for Head of School, Director of Professional Services or Director of Service (and equivalent) – new to role

	Further Information (for both Academic and Professional Service leaders unless stated otherwise)	Context	Approx. time commitment	Location	Next Intake(s)
<p><u>Developing Leaders</u> Windsor Leadership</p>	<p>For those in senior leadership positions looking to develop their strategic thinking. Participants will focus on the wider demands of what strategic leadership means and how to facilitate change in a complex environment.</p>	<p>UK Organisations</p>	<p>5 days</p>	<p>Windsor Castle</p>	<p>1st November 2023 February 2024</p>
<p><u>High-potential Leaders</u> Common Purpose</p>	<p>Programme for high-potential leaders to build confidence and produce wider impact. Develops leaders with the skills, networks and understanding to make an impact in their organisation and across their city.</p>	<p>UK Organisations</p>	<p>35 hours</p>	<p>Hybrid (online and Edinburgh/Glasgow)</p>	<p>29th November 2023 8th May 2024</p>
<p><u>Professional Service Director's Programme</u> Association of Heads of University Administration</p>	<p>Aimed at Directors and Heads of Professional Services who are 1 – 3 years in post. The programme focuses on achieving personal impact and influence through better appreciation of cultural, political and tribal environments, understanding high performing teams, harnessing diversity and leading cross organisational change.</p> <p>Please note: A letter of commitment from the University Executive team is required as part of the application process.</p>	<p>UK Higher Education</p>	<p>8 days</p>	<p>Hybrid (online, London and Edgbaston Park Hotel, Birmingham)</p>	<p>January 2024</p>
<p><u>Strategic Leadership in Research Programme</u> Edinburgh Research Office, The University of Edinburgh</p>	<p>This programme is for Academic leaders.</p> <p>The programme aims to equip researchers with the leadership skills, knowledge and behaviours required to win large-scale strategic funding. Key topics include understanding your purpose, developing your vision, managing collaborations, navigating structures, interacting with funders, securing buy-in, and pitching research ideas.</p> <p>Participants will be experienced investigators and research leaders with a clear trajectory toward running a major grant, centre or network within the next few years. Successful applicants are likely to be Readers or recently promoted Professors (or equivalent), but applications will be considered from any academic staff member who is able to demonstrate evidence of big grant readiness.</p>	<p>University of Edinburgh</p>	<p>6 days</p>	<p>Hybrid (online and Edinburgh)</p>	<p>TBC - 2024</p>

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External & Internal Development Programmes for

Head of School, Director of Professional Services, Director of Service (and equivalent) - experienced in role

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Senior University Management Team – new to role (e.g. Head of College, Head of Professional Services Group, Registrar and Assistant/Vice Principal)

Programme Title and Provider	Further Information (for both Academic and Professional Service leaders unless stated otherwise)	Context	Approx. time commitment	Location	Next Intake(s)
<u>Experienced Leaders Windsor</u>	Established strategic leaders who have been in post for several years, and are continuing to progress towards taking on more responsibility. Participants will focus on the challenges that come with ultimate responsibility, managing resilience and isolation, and handling complex relationships.	UK Organisations	4 days	Windsor Castle	11 th October 2023 May 2024
<u>Advanced Personal Leadership Programme</u> Henley Business School	For experienced leaders who have been through other development programmes and are considering moving into more senior roles. Experiential learning. Participants work in small peer-groups on leadership tasks, receiving direct and honest feedback in a closed environment.	UK Organisations	6.5 days	Henley Business School	9 th October 2023 5 th February 2024 17 th June 2024 4 th November 2024
<u>Top Management Programme</u> Advance HE	A development opportunity specifically created for those in an executive role in a higher education institution. Participants are individuals who are already leading a significant area of operation within their institution and who have been acknowledged by their institution as having the potential to reach the highest positions. The aim is for all participants to extend their leadership range and reach and become even more effective when back in their university or institution. Please note: A supporting statement from the Vice-Chancellor/Principal is required as part of the application process.	UK Higher Education	15 days	Hybrid (online, London, Glasgow, further location to be announced)	2 nd February 2024



Programme Title and Provider	Further Information (for both Academic and Professional Service leaders unless stated otherwise)	Context	Approx. time commitment	Location	Next Intake(s)
<p><u>Executive Leadership Programme</u> The University of Edinburgh Business School</p>	<p>The programme focuses on making future business leaders 'Boardroom Ready'. This programme will give delegates the opportunity to engage directly with a diverse and talented group of experienced leaders from business and academia, each bringing practical case studies and evidence-based research to enhance discussions and participation. The objective is to give participants the confidence to apply this learning to their own leadership situations.</p> <p>This programme is designed for those looking to progress in their existing or towards a future board positions, with the interest in learning the latest techniques in strategic management and change. The participants will have the potential to move to leadership roles in their organisation.</p> <p>Please note: All interested candidates must be nominated by a senior member of staff/budget holder before they can be considered for the programme. They will then have individual consultations to confirm their suitability for the programme before moving to the next stage.</p>	Global Organisations	5 months	Edinburgh	Please contact the provider for more details
<p><u>Entrepreneurial University Leaders</u> NCEE Entrepreneurship in Education</p>	<p>For senior leaders both in professional and academic areas who lead change and shape strategic direction. It is highly recommended for those who want to increase and strengthen their understanding of their leadership of an organisation.</p> <p>The programme is designed to:</p> <ul style="list-style-type: none"> • Develop agile, creative entrepreneurial university leaders who can lead transformational change • Challenge approaches and develop innovative responses to changing contexts, places and external environments • Build networks and relationships • Explore and develop enhanced understanding of the sector and the national and the global environments in which universities are operations. 	UK Higher Education	3 days	UK-wide locations	19 th March 2024 (Oxford) 14 th May 2024 (location TBC) 9 th July 2024 (Liverpool)
<p><u>Authentic Leader Development</u> Harvard Business School</p>	<p>For experienced leaders who want to take on larger leadership challenges and inspire others. Increase effectiveness as a leader and earn the trust of colleagues by leading from own core vision and most deeply held values.</p>	Global Organisations	6 days	Harvard Business School	3 rd December 2023

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External & Internal Development Programmes for Senior University Management Team – **experienced in role** (e.g. Head of College, Head of Professional Services Group, Registrar and Assistant/Vice Principal)

Programme Title and Provider	Further Information (for both Academic and Professional Service leaders unless stated otherwise)	Context	Approx. time commitment	Location	Dates
<u>Vital Few</u> School for CEOs	Individuals wanting to network with other senior leaders in large and small companies, start-ups and family-owned organisations. Intensive two-day open programme supports leaders through the transition into the CEO role.	UK Organisations	2 days	London	11 th October 2023
<u>The Global Leaders Programme</u> Common Purpose	An experiential global leadership programme for senior leaders from business, governments and social sectors across the world as they transition to become global leaders – at work and in society.	Global Organisations	49 hours	Hybrid (online and Nairobi, Kenya)	21 st February 2024
<u>Leadership for Senior Executives</u> Harvard Business School	Senior executives and executive team members with significant management responsibilities and at least 20 years of experience. The programme includes a customer-strategic perspective, managing teams effectively, leadership style and impact, leading change and taking difficult decisions.	Global Organisations	5 days	Harvard Business School	17 th March 2024
<u>Institute for Educational Management</u> Harvard Graduate School of Education	The programme is designed for senior-level leaders and aims to hone leadership abilities, manage change and improvement, and advance the institution’s mission. This intensive learning experience will prepare leaders to address higher education’s most pressing issues, including setting strategic direction, competing successfully in a dynamic marketplace, optimising financial and human resources, creating an inclusive community on campus and embracing emerging technologies.	Global Higher Education	8 days	Harvard Graduate School of Education	13 th July 2023

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Formal Qualifications

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Formal Qualifications for Leaders

All programmes below are offered by the University of Edinburgh

Programme Title and Provider	Further Information (for both Academic and Professional Service leaders unless stated otherwise)	Context	Approx. time commitment	Location	Dates
<p><u>Part-time Executive MBA</u> University of Edinburgh Business School</p>	<p>The programme enhances the participants' career potential by giving them a clear focus on the role of the highly sought strategic leader in today's ever more volatile and uncertain world. Key to this will be building and growing leadership capabilities through professional development.</p> <p>The programme is designed specifically for working professionals looking to progress to more senior positions of responsibility and leadership. It is designed to fit around work so participants can build on their capability for incisive analysis, innovation, and strategic leadership, and support progression into senior leadership roles. Candidates should have a minimum of five years' substantive experience with managerial or supervisory responsibilities during some of that time.</p> <p>The Business School also offers an Online Part-Time MBA Programme.</p>	<p>Global Organisations</p>	<p>2 years</p>	<p>Edinburgh</p>	<p>December 2024</p>

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Networks

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Networks

For some managers developing a network is their primary objective for their development. The following networks are available locally for leaders to join.

The University of Edinburgh Leadership and Management Communities: Join our online communities aimed at all Leaders and Managers working across the University.

Advance HE: The University is a member of this organisation. They offer a range of network support including:

- **Monthly webinars:** These involve respected panel members and insight from across the UK and beyond on a range of contemporary topics, themes and issues pertinent to today's sector.
- **The Advance HE Connect:** Aim of connecting the Higher Education community facilitated by network groups, forums, media centres and group projects. A key group is the Leadership and Management Network.

Leadership Exchange – ACOSVO: Pairs leaders from across sectors to improve leadership capacity between peers. Supports cross-sector knowledge sharing where leaders can gain an insight into the different cultures, constraints and opportunities their counterparts work with.

Professional Pathways Programme – Humane: Enable people to think about the big issues facing higher education today and in the longer term, build their global professional networks to share good practice and ideas, and to provide a stimulating environment where they have the opportunity to learn new skills to contribute to their professional and personal development.

Scottish Leaders Forum: Meets once or twice a year. These events are attended by around 150 SLF members and past events have included discussions in the themes of Transforming Scotland – Enabling Collaborative Change and Transforming Leadership in a Digital World.

Women's Leaders Network – ACOSVO: Peer support network for female leaders in Scottish voluntary organisations.