



Te Manahua New Zealand Universities Women in Leadership Programme

An initiative for the New Zealand tertiary education sector

Funded by: Universities New Zealand - Te Pōkai Tara

Programme Objectives and Benefits

Objectives

This programme aims to enhance and accelerate women's leadership capacities and influence within universities. It will provide opportunities for participants to:

1. Explore and reflect on leadership approaches and strategies.
2. Increase their understanding of the tertiary education sector and the governance, strategic management and resourcing of universities in Aotearoa New Zealand.
3. Enhance their understanding of organisational cultures and leadership based on Te Tiriti o Waitangi.
4. Advance their research leadership capability for the management, translation, and impact of research.
5. Build national networks for collaboration and influence both within individual institutions and across the tertiary sector.
6. Cultivate strategies and techniques for driving change, leading people, managing risk, building resilience in Aotearoa New Zealand universities.
7. Be in a learning environment that builds on the diversity of experience within the group.

Benefits

As a result of this programme, the university sector in Aotearoa New Zealand will benefit by:

- Increasing the pool of women in senior academic and managerial positions in the tertiary education sector through their identification and encouragement to fulfil their potential, increased visibility and their desire to "come to notice".
- Assisting Universities New Zealand - Te Pōkai Tara to address, in a cost-effective manner, gender imbalance in senior academic and managerial positions and progress equitable employment outcomes at a time of public interest and of tertiary sector reform.
- Creating a New Zealand-wide network of women in academic and university leadership that connects both with other senior academic women as well as other leaders and role models in the public and private sectors for on-going mutual benefits.
- Building research, teaching and administrative leadership capability for individual participants, and enhancing the leadership capability of the universities.
- Strengthening individual institutions through structured follow-up activities after each programme through networking by programme participants with other university women and senior staff.