

Aspiring Leaders Supplementary Information 2024

The Aspiring Leaders Programme is a development programme designed for staff who are ready to broaden their personal leadership skills and knowledge. The programme goal is to provide a range of experiences to support personal and professional reflection/ development of leadership skills and understand how these apply within your role.

There is no cost to the programme.

At the end of the programme participants will:

- Have created, developed and successfully implemented an Individual Development Plan (IDP)
- Clearly articulate their own leadership philosophy, demonstrating an understanding of what authentic leadership means to them.
- Have developed greater cognitive and behavioural self-awareness to support their further leadership development and growth.

During the programme, aspiring leaders will engage with and discuss how different perspectives of leadership apply within their environment.

The programme has two elements:

1. Workshops and discussion groups. There are a range of learning opportunities planned for the programme and these will be online.
2. Individualised development plan – Once an Individual Development Plan has been designed, four short meetings with a coach/mentor over the length of programme will support the successful completion of the plan.

The Cohort

The programme is designed for a small cohort (approx. twenty participants). Participants will be selected based on the information provided within their application forms. We are looking for people who have a history of self-directed learning and have demonstrated an interest in leadership.

The programme is open to staff at Otago who:

- have been employed at the University for at least 12 months
- do not yet hold a formal leadership position
- wish to build their leadership skills and can commit to the programme
- have discussed their application and time commitments with their managers. The Application Form requires the endorsement of your line manager and it is helpful to consider the workplace impact of your attendance.

Commitment and programme

It is essential that you commit to the attending all parts of the programme and completing all required activities. This will enable you to maximise the benefits of the leadership development programme.

Timeline

8th January 2024	Applications open
1st March 2024	Applications close
25th March	Applicants notified
9th April 2pm to 3:30pm	Online workshop – Introduction to the programme
14th May 10 to 11:30m	Online Workshop 2- mindsets
18th June 10 to 11:30am	Online Workshop 3- values led leadership
23rd July 10 to 11:30am	Online Workshop 4- leadership styles
27th August 10 to 11:30am	Online Workshop 5- understanding your impact on others
24th September 10 to 11:30am	Programme conclusion

Application Instructions

Read the information to ensure you have enough information to commit to the programme.

Arrange a time to talk to your manager about your application. You will need their endorsement to apply.

Complete the application form and answer all questions fully. You should allow 15- 20 minutes to complete this.

Email the completed form to suzy.keene@otago.ac.nz

Application Closing date

**Completed and signed applications
should be submitted by:**

01 March 2024

During the year, there will be 4 informal discussion groups that you will be invited to and there will be two times/dates for each of these 30 minute online sessions.

If you have any questions, please don't hesitate to contact Suzy.Keene st suzy.keene@otago.ac.nz.