GRADUATE SCHOOL /
GLOBAL SKILLS AWARD
PROGRAMME 2015-16

Designed to enhance global awareness and improve your employability
INTRODUCTION

The Global Skills Award is a unique programme designed to enhance global awareness and improve your employability in a competitive job market, while you study for your Master’s Degree.

Studying for a taught Master’s Degree will improve your detailed knowledge of your academic subject; it may also provide preparation for a professional career. A postgraduate degree is highly likely to improve your employment prospects and at Kent we can provide you with the opportunity to take your career one step further with our Global Skills Award Programme.

The Global Skills Award Programme is designed to broaden your understanding of global issues and current affairs, as well as develop personal skills, which will enhance your employability. The six-month programme runs from November to April. All students registered for a taught Master’s Degree are eligible to apply for a place, which is free of charge. Once accepted for the programme you will take part in a personal development assessment, which will help you to reflect on your past experience and future development.

You will attend a lecture series delivered by leading academics and specialists. This will give you the opportunity to participate in discussions about issues of global importance, such as the economy, the environment, the media, world politics and developments in science. A series of skills training workshops will offer you the chance to develop your career opportunities as well as acquire the skills you need to succeed in the workplace, such as team working, networking and leadership.

The Global Skills Award Programme will give you the opportunity to broaden your experience and gain important skills whilst you are studying. It will also provide a fantastic opportunity to meet and network with other postgraduate students from a wide variety of backgrounds and disciplines.
LECTURES

At the heart of the Global Skills Award Programme is the series of lectures delivered by leading academics, business experts and current affairs specialists. Each lecture is chaired by either the Dean of the Graduate School or one of the Faculty Associate Deans for Graduate Studies. Lectures take place on Monday evenings from November to April at 18.00 in Woolf Lecture Theatre, on the Canterbury Campus. Lectures will last approximately one hour and are followed by a discussion.

To be eligible for the award you will need to attend at least eight lectures and record feedback on all of them using our online booking system. There will be a series of scheduled Global Skills Award lectures on offer plus selected University Open Lectures, which will be identified to you via the online booking system. These lectures are an ideal opportunity to network with other postgraduate students and discuss topics of interest from outside your own discipline.

The lecture series will begin with a welcome evening on 2 November 2015 hosted by Professor Diane Houston, Dean of the Graduate School. The welcome evening includes an induction which is compulsory for all those accepted onto the programme.

Please note the introductory lecture does not count towards the eight lectures required to complete the programme.

Academic Director: Professor Diane Houston

Professor Diane Houston, Dean of the Graduate School and Academic Director of the Global Skills Award Programme will chair the majority of the lecture series. Professor Houston was appointed Dean of the Graduate School in July 2008. Prior to this she was Professor and Head of the School of Psychology. Her research interests are within applied Social Psychology and its interface with Sociology and Social Policy. Between 2003 and 2006 she was an advisor to successive UK Ministers for Women and to Government Departments with responsibility for work-life balance, women’s work participation and gender and equality. Diane has held a variety of leadership roles within the British Psychological Society, and was elected a Fellow of the Society in 2011. She is also an Academician in the Academy of Social Sciences.

The autumn and spring lecture and workshop timetables will be displayed on our website at www.kent.ac.uk/graduateschool/skills/programmes/gsacurrent.html
LECTURE TOPICS

Lectures will cover a variety of topical and global issues including:

**Are our (genetic) male bits shrinking into oblivion?**

Why do we need men? Why do we have sex? Why do we have sexes? What does our genome look like and, in this context, what is the difference between boys and girls? The ‘mark of a male’ is the iconic Y chromosome but did you know that it is a shrunken remnant of its former self?

This talk will focus on how the Y chromosome came to shrink but, in particular, whether this shrinkage means that it will inevitably disappear into nothingness. The genetic community got together in Manchester in 2011 to debate this notion, but were split in their opinions. The talk will explore what the argument is all about, presenting the cases for and against. Curiously, the press tend to extrapolate the argument into whether men themselves will eventually disappear. Do we need men? What do you think?

Speaker: Professor Darren Griffin

Darren Griffin is Professor of Genetics and Deputy Head of the School of Biosciences. His main interests are in the study of chromosomes, principally in humans (from spermatogenesis to preimplantation development) and birds. In 2007 he became a BBSRC Career Development Fellow with a remit to exploit microarray technology for studies of copy number variation in birds and humans.

**Not so silent nights: myths and realities of Christmas 1914**

The famous Christmas Truce of 1914 now looms large in public perceptions of the First World War. As a moment of fraternization and reconciliation between enemies, it is portrayed as an event which shows the full futility of the Great War. However, the reality was much more complex. This lecture will revisit this amazing event to explore Christmas 1914 in more detail and question what it tells us about the wider history of the conflict.

Speaker: Professor Mark Connelly

Mark Connelly is Professor of Modern British Military History in the School of History. Professor Connelly was drawn into his History anorak lifestyle when, as a small boy, he became fascinated by ladybird history books. For him, the subject of History was all about castles, knights, Airfix kits (constructed with incredibly little skill and amazing amounts of glue) and Action Man Scorpion tanks. This obsession has been taken into adulthood and he now combines his interest in films, television and visual images with his interest in military history, which is reflected in many of his publications. Not content with keeping his interests to himself he now shares his passion for history with others, most notably his students and his family.

www.kent.ac.uk/graduateschool

CONTINUED OVERLEAF
Gender and hiring: the preference for potential

The role of unconscious bias in a range of settings is increasingly relevant for researchers and policy makers, as legal, social and cultural frameworks become less accepting of bias based on protected characteristics. Discrimination towards women in the workplace is a persistent example of inequality. Recent reports comment that men are promoted on the basis of their potential, while women are promoted on the basis of their past accomplishments (eg McKinsey, 2011). This is further complicated as the perception of adequate performance for women is significantly more than perception of adequate performance for men (eg Green, Jagadeesh & Tang, 2009). Our latest research investigates individuals’ perception of male and female leadership candidates in terms of their leadership performance and leadership potential.

Our experimental research demonstrates that people show a clear preference for male candidates with leadership potential, regardless of background or experience. Furthermore, we find that female candidates were considered more appointable if they had a previous performance history compared with potential. The lecture will explain how this demonstrates a route of unconscious bias, and it will consider the mechanisms by which this might occur and how this bias might be attenuated.

Speaker: Dr Georgina Randsley de Moura

Georgina is Head of the School of Psychology and also a senior lecturer in Social Psychology. Her research is principally in the areas of leadership, innovation and what happens when group members break rules or norms. Her research interests are based around intra-and intergroup dynamics and social psychology in organisations.

The 25 Years’ Crisis, 1989-2014: The Road to the Donbass

The Ukraine crisis is the biggest challenge to world peace of our age, yet it is remarkable how little real analysis there has been about what led us to this precipice, and even more remarkable is the near total absence of a substantive language in which to describe the processes that have come together to spark off this confrontation between the great powers. The peace at the end of the Cold War proved fragile and unsustainable, accompanied by what some early on called a ‘cold peace’. We lived in a fool’s paradise for the last 25 years (1989-2014), in which none of the fundamental problems of European security and normative development had been resolved. One of the main reasons for this was the predominance of Atlanticist over continentalist thinking. The Atlanticism challenged alternative models of European security. For a quarter century we endured a ‘clash of Europes’, whose outcome today is far from pre-determined.
Speaker: Professor Richard Sakwa
Richard Sakwa is Professor of Russian and European Politics in the School of Politics and International Relations. Professor Sakwa spent a year on a British Council scholarship at Moscow State University (1979-80), and worked for two years in Moscow in the ‘Mir’ Science and Technology Publishing House. He is an Associate Fellow of the Russia and Eurasia Programme at the Royal Institute of International Affairs, a member of the Advisory Boards of the Institute of Law and Public Policy in Moscow, chair of the Advisory Board of the Eurasian Political Studies Network and a member of the Academy of Learned Societies for the Social Sciences.

The wisdom of psychopaths
Kevin’s groundbreaking research on psychopaths, discussed in his recent books The Wisdom of Psychopaths (2012) and The Good Psychopath’s Guide to Success (co-authored with Andy McNab, 2014), is explored in this lecture. In his work Kevin considers the ‘positive’ side of being a psychopath, challenging preconceptions that all psychopaths are violent and criminal, and asks his audience to reconsider the qualities and characteristics that might be considered ‘normal’ in human behaviour.

Speaker: Dr Kevin Dutton
Dr Kevin Dutton has a PhD in Psychology and is an expert on the science of social influence. He is a research psychologist and honorary affiliated member of the Calleva Research Centre for Evolution and Human Sciences, Magdalen College, University of Oxford.

The autumn and spring lecture timetables will be displayed on our website at www.kent.ac.uk/graduateschool/skills/programmes/gslectures.html

The UK’s Quality Assurance Agency recognised the value of the Global Skills Award Programme as a development and networking opportunity for postgraduate students during its 2015 Higher Education Review.
You need to attend and provide feedback on a minimum of six workshops* to complete the programme. There are a variety of workshops on offer, which include:

**Workshop topics**

Workshops will cover a variety of areas including:

**Cross cultural communication**

Globalisation and multiculturalism have increased our exposure to other cultures – their values, attitudes and traditions. Depending on how we interpret these ‘cultural dimensions’ when working and interacting with members of other cultures, misunderstandings can arise. This participatory, two-hour workshop aims to provide you with an introduction to cross cultural awareness.

**Networking**

Some people think of networking as a horrid activity and would rather stay in and count paperclips! Is that you? Ever heard the cliché “it’s not what you know but who”? Clichés are clichés because they’re true. So come along to this workshop and take your first step towards networking with confidence.

**Being a leader – first lead myself**

Leadership is one of the most researched and written upon subjects – and probably still one of the least understood. All organisations need good leaders at every level. Developing leadership skills and starting the journey of ‘Being a leader’ will make me more attractive to employers – but where do I start?

In this session you will examine the areas in which you need to lead yourself in order to be able to lead others; your performance, what more you need to do, and commit to action.

**How to write a brilliant CV**

Having a great CV is the essential first step to securing your dream job.

Your CV needs to effectively demonstrate that you have all the right skills, attitude and experiences that your future employer is looking for. These skills are likely to be different for each role you want to apply for. Being able to talk about yourself and promote why you are suitable for a role is a crucial skill. This two hour workshop will help you review your CV and identify ways you can tailor it to different employers.

The autumn and spring workshop timetables will be displayed on our website at www.kent.ac.uk/graduateschool/skills/programmes/gsaworkshops.html

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* Students must attend at least one workshop from category A and one from category B.
RECIPIENTS OF THE AWARD HAVE SAID....

**Maria Mandourari**  
MSc Science, Communication and Society

The structure of the GSA programme is well-designed offering a multi-disciplinary and multi-cultural perspective. Its series of interactive and engaging lectures and workshops enabled me to enhance my employability and acquire knowledge and awareness of the wider world in an interesting, diverse and pleasurable way. Furthermore, the GSA programme gave me the opportunity to make friends from all over the world and to have a first-hand experience of different cultures.

The GSA programme was a great opportunity to learn and develop my skills and extend them far beyond my Master’s degree. I am confident that in an increasingly competitive job market, the GSA will help me to stand out from the crowd, providing well-prepared evidence of my skills to future employers.

**Alexandros Bardoutsos**  
Combined Law LLM

I was fortunate enough to attend workshops which expanded my knowledge and widened my horizon. The GSA taught me how to lead others, but more importantly how to lead myself. The lectures were diverse, interesting and a pleasure to attend.

**Diane Casha**  
MSc Reproductive Medicine: Science and Ethics

The Global Skills Award Programme has given me not just new knowledge but it has enhanced my perception on life, taught me tolerance to diversity and expanded my circle of good friendships and acquaintances. It has also increased my respect towards the young minds here who will be the leaders of tomorrow.

HOW TO APPLY

The Global Skills Award Programme is administered and run by the Graduate School. The application process opens on Monday 21 September 2015. If you have registered with the online booking system prior to this date you will be able to apply by logging in and following the 'apply now' link after 21 September 2015.

To apply you will need to register with the online booking system. You will be asked for your Kent user ID (first part of your Kent email) and password. Below is a list of the different ways you can register:

- visit https://bloom.kent.ac.uk
- you can access this link via the Graduate School website, following the link to Global Skills Award and then Online Booking System in the left hand menu www.kent.ac.uk/graduateschool
- we will also be sending emails to all students with the link to register with the system.

Once you have registered you will be asked whether you wish to apply for the Global Skills Award. If you click yes, you will be taken to the application screen, which you can complete and submit.

If you are not asked whether you wish to apply, there should be an 'apply now' button visible once you log in to the booking system. This will only be visible whilst the application process is open (21 September - 22 November).

After you have submitted your application, it will be considered by the Graduate School. You will then receive an email in due course, to tell you whether or not your application has been successful. If you are successful you will be prompted to complete a personal development assessment.

Should you have any further queries about the Global Skills Award Programme or our booking system please contact:

Carla Doolan
Postgraduate Development Coordinator
T: +44 (0)1227 82(4896)
E: skills@kent.ac.uk
3rd floor, Cornwallis East (in the Graduate School, Canterbury Campus)
GSA RULES OF ENGAGEMENT

We have found that students who participate in the Global Skills Award Programme form a great sense of community and forge new friendships across the three Faculties in the University. In order that all students get the best out of the programme we would kindly ask students to observe the GSA Rules of Engagement which will be explained by Professor Diane Houston at the compulsory Introductory Evening.

Full details on the Rules of Engagement can be found at www.kent.ac.uk/graduateschool/skills/programmes/gsaengagement.html

HOW DO I OBTAIN THE AWARD?

1. Apply using the online booking system at https://bloom.kent.ac.uk
2. Attend the Introductory Evening on 2 November 2015 in Woolf Lecture Theatre
3. Complete a personal development assessment via the online booking system at the start of the programme
4. Attend a minimum of eight lectures from the lecture series (in addition to the introductory lecture)
5. Attend a minimum of six workshops from the workshop programme. These should include one from category A and one from category B
6. Provide feedback (via the online booking system) for all eight lectures and six workshops attended
7. Complete a final personal development assessment via the online booking system at the end of the programme

REWARD CEREMONY

Those who successfully obtain the Award will be invited to the reward ceremony in June 2016.