



## Aurora Programme 2018/19

### Aurora Leadership Development Programme for Women

The Aurora Programme is for women **up to senior lecturer level** or **professional services equivalent** who wish to develop their leadership skills. Aurora is designed to engage with women at an earlier stage in their careers, **the content has not been designed for women already in a leadership role.** Participants on Aurora will experience a blend of education and mentoring providing them with a learning experience with more enduring impact. By developing potential and building confidence Aurora will help institutions plug the ‘leaky pipeline’ that characterises women’s progression into leadership roles in higher education. Aurora provides a positive experience of leadership and encourages participants to recognise their talent and capabilities and ‘step-up’ to promoted posts. The Aurora programme aims to enable a wider range of women to think of themselves as future leaders, to develop the skills they will need, and to help their institutions to maximise the use of the skills they acquire. Aurora is for women up to senior lecturer level or the professional services equivalent working in a university, college or related organisation who would like to develop and explore issues relating to leadership roles and responsibilities. This initiative is a response to the LFHE research which shows there are fewer women in the most senior positions in higher education than ten years ago and identifies features that could be addressed to change this. The programme itself launches on *Tuesday 30<sup>th</sup> October 2018* in Central London (see timetable information for dates).

#### University of Kent Aurora Champion

Yvonne Sherwood, Professor of Religious Studies is the University of Kent Aurora Champion and will support the application process by identifying and selecting participants.

Yvonne says: "It's a privilege to be involved in a scheme that is aimed at enabling a wider range of women to think of themselves as leaders, and to help the University enjoy the benefits of improved gender equality across the board. National and international statistics show that numbers of women in senior roles are decreasing, and this is a crucial issue to address".

### 2018-19 DATES AND VENUES

Location	Identity, Impact and Voice	Power and Politics	Action Learning Set	Core Leadership skills	Adaptive Leadership skills
<b>London (Autumn)</b>	Tuesday 30 October 2018	Tuesday 27 November 2018	Tuesday 11 December 2018	Tuesday 22 January 2019	Tuesday 26 February 2019
<b>Edinburgh</b>	Thursday 15 November 2018	Thursday 13 December 2018	Thursday 17 January 2019	Thursday 7 February 2019	Thursday 7 March 2019
<b>Dublin</b>	Tuesday 11 December 2018	Tuesday 15 January 2019	Tuesday 12 February 2019	Tuesday 5 March 2019	Tuesday 2 April 2019
<b>Cardiff</b>	Thursday 24 January 2019	Thursday 21 February 2019	Thursday 21 March 2019	Thursday 11 April 2019	Thursday 23 May 2019
<b>Birmingham</b>	Wednesday 13 February 2019	Wednesday 13 March 2019	Wednesday 10 April 2019	Wednesday 15 May 2019	Wednesday 12 June 2019
<b>London (Spring)</b>	Friday 8 March 2019	Friday 5 April 2019	Friday 3 May 2019	Friday 7 June 2019	Friday 5 July 2019



### What Aurora Covers

The Aurora programme addresses core areas associated with leadership success:

- Understanding organisations and the sector;
- Developing leadership behaviours, skills and knowledge;
- Identifying and overcoming barriers and obstacles;
- Growing confidence and a leadership identity;
- Building networks, coalitions and support processes.

Aurora addresses these areas by using a combination of development days (four, at approximately monthly intervals); action learning sets (ALS's) organised and delivered locally; self-directed learning, and in-house mentoring.

### Selection criteria and process

A panel will be convened to review applications. Central Learning & Organisational Development funding is available for 8 members of staff, it *may* be possible for additional places on the programme to be secured, if departments have capacity to fund additional individuals for this directly. The University of Kent has been allocated 15 places in total for the programme.

The successful applicants will need to demonstrate the following:

- Be committed to developing and enhancing their careers. They should be ambitious for a career in the sector and interested in exploring leadership development as one option for progression
- Have endorsement from their Line Manager & Heads of School to participate in the programme, including attendance at all four workshops, ALS day, and to working formally with a mentor
- Readiness to embrace the mentoring relationship (determining mentors will entail a collaborative selection process immediately following participant selection) and actively work with their mentors to address their personal development needs
- An explanation of why this is a good time for them to participate in the Aurora programme;
- An awareness of issues facing women leaders in higher education and at Kent, and a willingness to work with others in the School to remove barriers to career progression for women

In addition to the points above, the panel will be looking for diversity across roles, and at areas where women are currently under represented. The range of previous leadership and management development and experience that applicants have had will also be considered.

### Application Form

If you would like to apply, please read the information to check your eligibility and complete the application form. This should be sent **by email to Helen Oliver, L&OD Coordinator, [H.Oliver-62@Kent.ac.uk](mailto:H.Oliver-62@Kent.ac.uk)** or to the Learning & Organisational Development Office in Room 115, The Registry, Canterbury Campus by closing date: **1<sup>st</sup> August 2018**.

Further information about the programme is available on the [Advance HE](#) web pages. If you are unsure of your suitability or wish to discuss the programme please contact Jena Dady, Learning & Organisational Development Adviser and Aurora Liaison, [J.Dady@Kent.ac.uk](mailto:J.Dady@Kent.ac.uk), (ext. 3395) Mon – Wed.



## 2018/19 Aurora Programme Application

The Aurora Programme is for women *up to senior lecturer level* or *professional services equivalent* who wish to develop their leadership skills, discuss work-related challenges and to build confidence and networks. Aurora is designed to engage with women at an earlier stage in their careers.

**The content has not been designed for women already in a leadership role.**

Personal Details (completed by applicant)	
Full Name:	Job title:
Length of Service in HE:	Start date in current role:
Department:	Line Manager:

**Advance HE and The University of Kent have identified the following requirements for participation in the programme.**

Please tick to indicate your agreement to:

- Attend all four workshop days plus an Action Learning Set (ALS) day
- Meet regularly with a mentor and actively engage in the mentoring opportunity
- Participate and commit to the whole programme, **including** networking and feedback events at the University of Kent, prioritising attendance at these meetings during and after the programme
- Participate in a longitudinal study to gauge the effectiveness of Aurora and provide Kent with feedback on the programme
- Agree to mentor future Aurora participants and participate in the Aurora Alumni Network as a support member

**PLEASE NOTE: There is *NO* word limit for your application, please provide as much detail as possible to support your application.**

Personal statement questions (please see the selection criteria)
<p><b>1) Describe how Aurora would help address any specific disadvantages, barriers or needs you face as a woman which are not currently being met at the University?</b></p>



**2) How do you feel the Aurora programme would positively benefit you at this stage in your personal development and career planning? Consider the Aurora Programme principles detailing why you want to participate.** You should include your career aims, how participation in Aurora will help you and your school/department, and why this is a good time for you to participate in the Aurora Programme.

**3) Describe any previous leadership/management development or experience you have had at Kent or elsewhere and outline how you feel you could build on this through attending the Aurora programme.** Explain what you did, why and what impact you think this has had on you and your department and/or Kent.



**4) The Aurora programme requires a commitment to having a formal mentor. Please comment on what benefits you feel having a dedicated mentor would provide and how you would use this opportunity to build your self-reliance and address your personal development needs.**

**Please indicate which dates you are able to attend:**

- London 1 (Autumn)** (30 October 2018 – 26 February 2019)
- London 2 (Spring)** (15 March 2019 – 05 July 2019)

**Line Manager's Supporting Statement**

**Please explain how the applicant's personal and professional development will be enhanced by taking part in the Aurora programme.**

**Please explain how the School/Department plans to support development of the applicant's leadership potential during and after the programme.**

**I have discussed this application with the staff member. I fully support this request and believe it will be of benefit to the individual and the department.**

**Signed:**

**Print Name:**

**Date:**

**Position:**



**Head of School/Department Supporting Statement**

**Please detail your support for the applicant's personal and professional development and how attendance on this Programme will positively impact on the School/Department.**

**Signed:**

**Print Name:**

**Date:**

**Position:**