# **Advance HE’s diversifying leadership programme 2024-2025**

# **University of Strathclyde selection process and criteria**

## Introduction

The Diversifying Leadership programme is designed to support **early-career academics**, **professional services staff**, **lecturers**, and **senior lecturers** from Black, Asian, and minority ethnic backgrounds who are taking their first steps into leadership roles. It is specifically designed for those who are new to leadership positions in higher education or have encountered structural barriers to advancement within the sector (from grade 7).

The Diversifying Leadership (DL) programme is an established programme that aligns with the following themes:

* Power and influence
* Demystifying leadership
* Cultural identity and cultural capital

Participants will explore concepts such as ‘authentic leadership’, allowing the self-identity of their own leadership style and role as a leader to emerge, as well considering their motivation and influences. Featuring stories from high-profile HE leaders, the programme is designed to provide a safe environment in which to discuss issues and personal narratives relating to lived experiences of working within HE. As a result, participants build confidence, feel empowered and expand their professional strengths.

The programme is structured in a **hybrid format**, combining both online and face-to-face components. It’s delivered over the period of four months comprising of five modules of which two will be held face-to-face, alongside related asynchronous work.

Participants will engage in:

* Online modules and face-to-face workshops featuring Leadership Insight speakers from the HE sector
* Approximately two hours of pre or post-session reflective activities
* Two facilitated action learning sets
* Working with a sponsor

We are offering 2 cohorts this year, Birmingham cohort beginning in February 2025 or the Manchester cohort April 2025. We will ask for a first and second choice option **(dates between the 2 cohorts cannot be combined).**

**Programme Dates:**

**Diversifying Leadership Programme Birmingham (24) Dates:**

Orientation Webinar (Online): Wednesday 26th February 2025 - 10:00-11:30

Module 1 (Face-to-face): Friday 21st March 2025 - 09:45-16:00

Module 2 (Online): Friday 4th April 2025 – 09:15-15:00

Module 3 Action Learning Set (Online): Friday 25th April 2025 – 09:15-15:00

Module 4 (Face-to-face): Friday 16th May 2025 - 09:45-16:00

Module 5 Action Learning Set (Online): Wednesday 4th June 2025 - 09:15-15:00

**Diversifying Leadership Programme Manchester (25) Dates:**

Orientation Webinar (Online): Monday 14th April 2025 – 10:00-11:30

Module 1 (Face-to-face): Friday 2nd May 2025 – 09:45-16:00

Module 2 (Online): Wednesday 21st May 2025 – 09:15-15:00

Module 3 Action Learning Set (Online): Wednesday 11th June 2025 – 09:15-15:00

Module 4 (Face-to-face): Friday 4th July 2025 - 09:45-16:00

Module 5 Action Learning Set (Online): Wednesday 23rd July 2025 - 09:15-15:00

**Sponsor Webinars**

Your sponsor will be required to attend two webinars\* with the Diversifying Leadership co-directors:

**Birmingham (24) Sponsor Dates:**

Sponsor Webinar 1:**Wednesday 26th February 2025 – 12:30-14:00**

Sponsor Webinar 2:**Wednesday 30th April 2025 – 12:30-14:00**

**Manchester (25) Sponsor Dates:**

Sponsor Webinar 1:**Wednesday 16th April 2025 – 12:30-14:00**

Sponsor Webinar 2:**Wednesday 18th June 2025 – 12:30-14:00**

The full list of dates and sessions is available on the [Diversifying Leadership](https://www.advance-he.ac.uk/programmes-events/developing-leadership/diversifying-leadership#Who) webpage.

## Participant selection process

In 2024-25, the University will select and centrally fund a limited number of staff to participate in Diversifying Leadership. Applicants will be considered on the basis of their ability to demonstrate that they meet the criteria and expectations of participants below.

Please note the University will pay the programme fees of successful applicants (£1948 per participant) **however departments will be required to fund transportation costs (and any overnight stays if required). We will require confirmation of this in the application.**

Recruitment is via a completed application form, which can be downloaded from the [Race](https://www.strath.ac.uk/professionalservices/accessequalityinclusionservice/equalitydiversity/genderequalityathenaswan/aurora/) Equality Webpage. Applications must be submitted by **1st of Dec 2024.**

A panel will consider and score the applications based on how each of the criteria are met. The panel will be comprised of staff in the Access, Equality & Inclusion Service and OSDU with relevant expertise. Before the panel read your application, your name and email address will be removed and your application will be assigned a reference number. Applications will be shortlisted and participants selected by the panel by December 2024.

## Selection criteria

Applications will be assessed on how they adhere to the below criteria and application word count. Applicants should be:

1. Early-career academics, professional services staff, lecturers, and senior lecturers from Black, Asian, and minority ethnic backgrounds.
2. Interested in developing their leadership skills in order to further their career, particularly with regard to leadership skills and progression into a future leadership role.
3. Able to demonstrate that participation in the Diversifying Leadership programme specifically would benefit their future career aims and the aims of their department/the University.
4. Able to demonstrate a record of applying learning from training or development opportunities to current or past job roles.
5. Able to demonstrate that this is an appropriate time for them to participate in Diversifying Leadership (in terms of career point, ambitions and learning and development to date).
6. Able to identify a potential sponsor from within their institution (ideally not a line manager).
7. Supported in their application by their line manager.

## Expectations of participants

Participants will be asked to:

* attend the **full** Diversifying Leadership (including the face-to-face sessions in Birmingham/Manchester) programme and be prepared to undertake some self-directed study.
* commit to meeting regularly online with their sponsor and actively engage in the opportunity.
* contribute to the University’s internal staff development work and Race Equality Staff Network to help disseminate learning from the programme more widely across the institution. This may include providing guidance or mentoring to future participants, and participation in events.

As referenced above, participants will require a sponsor within Strathclyde for support and to provide guidance. The Sponsor also uses his or her influence with senior members of staff to advocate for the participant. The time commitment will be negotiated between the sponsor and the participant. Further details on the sponsor role are available on the [Diversifying Leadership](https://www.advance-he.ac.uk/programmes-events/developing-leadership/diversifying-leadership#Sponsors) webpage.

## Support and information for applicants

If you have any further questions or require alternative document formats, please email [equality@strath.ac.uk](mailto:equality@strath.ac.uk)

If applicants are unsuccessful in the central selection process but their department would be willing to fund their participation, additional places may be available on agreement with Advance HE. Enquiries should be directed to [Advance HE](https://www.advance-he.ac.uk/events?search_api_fulltext=diversifying%20leadership&field_focus=All&field_event_type=All&field_position_on_the_pathway=All&field_event_date%5Bmin%5D=today&field_event_date%5Bmax%5D=%2B10%20years).

Please note if you do not meet the criteria or are already using the skills, knowledge or expertise addressed by the Diversifying Leadership programme you may want to consider other [development opportunities for staff.](https://www.strath.ac.uk/professionalservices/hr/learningdevelopment/)