



## NW HE Cross Institutional

### Action Learning



#### Why

Member institutions of the North West Staff Developers Network have participated in the Aurora programme delivered by the Leadership foundation. Participants fed back that the action learning component of the Aurora programme invaluable in terms of; developing relationships, building leadership capability and networking with those from other institutions; broadening knowledge and changing practice through exploring differing perspectives; having the opportunity to engage in non-judgemental, confidential conversations with peers across the sector.

North West Institutions agreed that cross-institutional action learning would allow continuation of the benefits for Aurora alumni and open up the opportunity to others. Additionally, the collaborative nature of the initiative served to strengthen the relationship of the North West regional network and other participating networks, and their respective organisations; and enable the network to grow and learn together by developing and disseminating an innovative way of supporting the development of female leaders and mixed gender groups to enhance capability and capacity - supporting Athena Swan initially and Gender Equality Mark in due course.

#### Who

The Action Learning Sets were aimed at female staff grades 7 to 9 and designed to attract both academic and professional service staff. A total of 40 delegates took part.

#### What

To develop a methodology to enable a group of universities to deliver sustainable cross-institutional action learning to enhance our networks and communities of practice to enable greater peer support and challenge which also create development opportunities that are bespoke for specific communities of learners.



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#### Objectives

To develop an approach to support a cross-institutional group of universities to:

- Set up a cross-institutional action learning initiative supporting women and men
- Adopt a project management approach to maximise the likelihood of embedding and sustainability
- Evaluate the project to be able to demonstrate impact

#### When

Initial discussions commenced in the spring of 2015. The network worked to establish a consistent approach to marketing, recruitment and administration. It also developed a website to support the programme. The programme was officially launched in October 2015 and is now delivering cohort 2 which will conclude in April 2017.

#### Where

Action learning sets were delivered across all the participating HEI's to encourage staff to broaden their knowledge and understanding of other universities in the region and gained different perspectives on similar challenges.



#### Participating Universities:

Liverpool

Liverpool John Moores

Chester

Manchester

Cumbria

UCLAN

Lancaster