

## Who Was Involved?

- The NW HE Staff Developers Group
- 9 Universities involved - Cumbria, Chester, Huddersfield, Lancaster, Liverpool, Liverpool John Moores, Manchester, UCLAN, Swansea



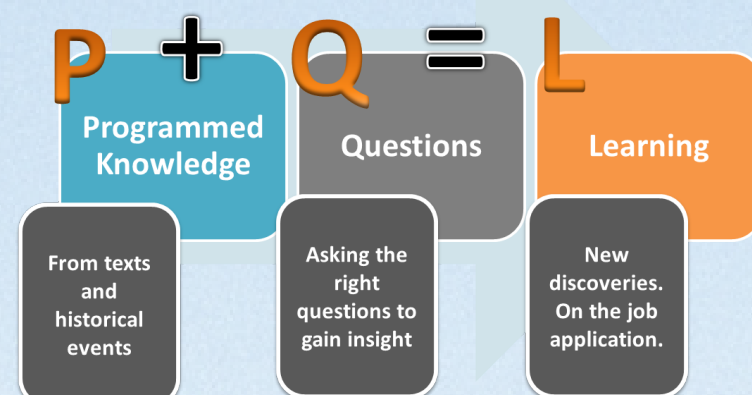
# North West Cross Institutional Action Learning



## What Did We Do?

- Action Learning - an approach to taking action and reflecting on results!
- A development programme for women in North West Universities
- A collaboration between 9 universities to support personal and professional growth for women
- Development of a user guide for HE Staff Developers to use to set up an internal or cross institutional programme

### Action Learning Formula



## Our Achievements

- The development of a methodology to enable universities to deliver sustainable cross institutional action learning
- Enhancement of our professional network and community of practice



Publication of a Good Practice Guide - ACTION

**500+**

Visits to the published Good Practice Guide

**33**

Delegates at the delivery of the project at the SDF Conference in November 2016

Our approach has been adopted in **3 regions** with **6 regions** intending to adopt it following the SDF Conference



**45**

Delegates at our **mini conference** in May 2017, including representation from **20 UK institutions** with international representatives from **Germany & Dubai**

**76**

Number of set members who have completed the programme

**35**

Current 2017-2018 participants

## Our Wider Learning

- The following characteristics enhance the impact of cross institutional projects:
  - Initial identification of university representatives who are in a position to influence and provide leadership
  - Agreement and understanding of the overall purpose of the project including specific benefits for respective institutions
  - Agreement to use a consistent defined methodology
  - The existing and supportive relationship of the project group.
- A progression route such as this for those staff who have attended internal or external programmes is well received.
- Cross institutional projects develop deeper connections between universities via project team and participants.

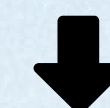
## Our Journey

**Our aim was to develop a framework for running cross institutional action learning programmes and a good practice guide to share our approach with other HE institutions.**

June 2015 - Decision to support the development of women via group problem solving, especially those who had undertaken Aurora.



Oct 2015 - First cohort of 40 participants from 8 participating institutions consisting of 4 sets.



Feb 2016 - Granted funding from Leadership Foundation Small Development Project to evaluate the pilot and develop a good practice guide.



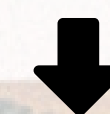
Oct 2016 - Second cohort of 36 participants commence.



Nov 2016 - Dissemination of progress at SDF conference.



Mar 2017 - Publication of ACTION - good practice guide.



May 2017 - Ran mini-conference with attendees from across UK.



Oct 2017 - Third cohort of 38 participants commence.

## The Feedback



"I joined the sets with some experience of action learning, so I knew how useful it could be. I'd wholeheartedly recommend this programme."

"An insightful and inspiring programme."



"This was a much welcomed and positive experience. My set are planning to continue which I think is a sign of success of the initiative."

"Excellent programme, very supportive, a good opportunity to network and empower women to make changes."



"It has made me more confident."