

**The Aditi Leadership Programme 2019/20**

**Aims of the programme**

1. To support University of Birmingham staff to identify their unique leadership qualities and where and how these can be utilised as they progress their careers.
2. To support individuals in identifying and addressing any barriers they may encounter in their working life.
3. To help individuals build upon their strengths so that they have the required skills to progress into more senior roles.

**Application Process**

The programme welcomes anyone who considers that they are from a Black, Asian, minority ethnic (BAME) background in a Grade 6, 7 and 8 academic or academic related post.

Applications will open on 1st October 2019. Applicants and their manager will need to complete a form, available from Liz Leech at [E.Leech@bham.ac.uk](mailto:E.Leech@bham.ac.uk).

The closing date for applications is 8th November 2019. Consideration of applications will take place early to mid-November (TBC). Successful applicants will be informed by 22nd November.

The panel which considers the applications will consist of Michele Gadsby, POD Consultant, Sheena Griffiths, Equality and Diversity Advisor and at least one member of the BAME network (TBC).

Applicants are reminded to keep the first 2 days of the programme, 2nd and 3rd December free as attendance at these days is mandatory for programme participants.

Places are limited to 14 per cohort.

**Programme Approach**

The approach to learning will be a collaborative one, with programme content being, largely, self-defined and experiential. The overview structure comprises workshops, talks, psychometrics, 360 feedback and a project. In advance of the programme participants will be sent a skills audit to help establish their learning needs. Participants will spend time on days one and two agreeing what they would like to happen on the other programme days.

Course participants, members of the BAME network and alumni from previous cohorts may be involved in the co-design and delivery of some aspects of the programme. Any involvement will be voluntary.

As the programme is co-designed with the participants we cannot fully specify the modes and subjects of learning prior to the commencement of the programme. We expect the total investment in time will be approximately 8 days.

Throughout, the Aditi programme will aim to build upon the talents and strengths of each individual.

**Manager commitment**

We believe that it is imperative that the manager of each programme participant is fully briefed and engaged in supporting their development. Manager support can make all the difference in how successfully the participant applies their learning in the workplace. It is therefore required that each manager attends a two hour workshop in January (TBC). The purpose of this workshop is to explore the barriers that staff from a BAME background can experience and help managers identify the positive actions that they can take.

**Programme Dates**

2nd and 3rd December 2019

23 January 2020

13 February 2020

2nd and 3rd March 2020

22nd April 2020

12th May 2020

The Managers’ workshop will be held in January 2020. Date TBC.

**Programme Evaluation**

At the beginning of the programme we will ask participants to be clear about what they wish to achieve and we will measure the degree to which these objectives have been achieved. We ask that participants inform us of their progress after they have left the programme so that we can measure the longer-term impact of the programme.

**BAME network**

We are grateful to the BAME network for their input into this programme. All participants are encouraged to become part of the network, though membership is entirely voluntary.

Aditi programme plan 2019-20 v2