

Developing all our
People Managers

—

Measuring the
return on our
investment









Strengthen collaborative leadership across our University

Creation of a community of 'professionally qualified' Chartered Managers

Enhance understanding of our Strategy Map

Engage others in blended learning, based on our 'real-world' challenges.

2017

Year one

110

Mandatory for University Management Group

2 Units: ‘Strategic Project’
 ‘Organisational Strategy,
 Plans and Performance’

Evaluation from Year one

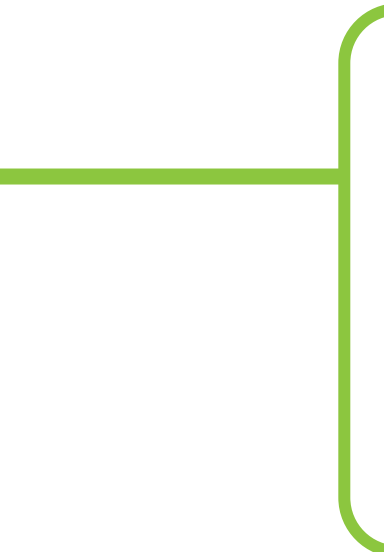

Session Evaluation

VC Presentations

Online Evaluation

Follow up focus groups

Evaluation for Year one

- 
1. Almost Unintentional
 2. Questions on project outcomes
 3. Part of consultation on new strategy
- 
-

Evaluation from Year one


Session Evaluation

VC Presentations

Online Evaluation

Follow up focus groups

Evaluation for Year one

- 
1. Measure against objectives
 2. Scale of projects
 3. Added Value
 4. Plan for Year 2 onwards
-

Evaluation from Year one

Session Evaluation

VC Presentations

Online Evaluation

Follow up focus groups

Jan
2018

Year one

110

Mandatory for University Management
Group

2 Units: ‘Conducting a strategic
management project’
 ‘Organisational Strategy,
Plans and Performance’

Year two

Late
2018

New members of UMG

+

Other senior and middle managers...

90

2 Units:

‘Organisational Strategy,
Plans and Performance’

‘Strategic Leadership Practice’

Lessons from Year two

Had we been lulled into a false sense of security?

Professoriate challenge

Change of assignment – clarity of assessment criteria

Year two

90

Late
2018

New members of UMG

+

Other strategic managers...

2 Units:

‘Organisational Strategy,
Plans and Performance’

‘Strategic Leadership Practice’

Year three

90

Sept
2019

Nominated Strategic managers

2 Units: ‘Organisational Strategy,
Plans and Performance’
 ‘Strategic Leadership Practice’

Change of programme manager

Lessons from Year three

Support process to enable better learning

More conscious of a broader range of feedback

One programme manager

COVID

Year three

90

Sept
2019

Nominated Strategic managers

2 Units: ‘Organisational Strategy,
Plans and Performance’
 ‘Strategic Leadership Practice’

Change of programme manager

Year four

70

Sept
2020

Nominated Strategic managers

2 Units: ‘Organisational Strategy,
Plans and Performance’
 ‘Strategic Leadership Practice’

Using MS Teams as VLE

Lessons from Year four

Benefits of virtual working

Better learner outcomes

Using assessments to evaluate

Better working relationships

Year four

70

Sept
2020

Nominated Strategic managers

2 Units: ‘Organisational Strategy,
Plans and Performance’
 ‘Strategic Leadership Practice’

Using MS Teams as VLE

Year five

Sept
2021

Nominated Strategic managers

60

2 Units:

‘Organisational Strategy,
Plans and Performance’

‘Strategic Leadership Practice’

Preparing for launch of new CMI syllabus

Year six

50

Sept
2022

Nominated Strategic managers

2 Units: ‘Strategic Leadership’
 ‘Personal and Professional
 Development for Strategic
 Leaders’

More explicit links to the ‘Huddersfield Leader’
competency framework.



Strengthen collaborative leadership across our University

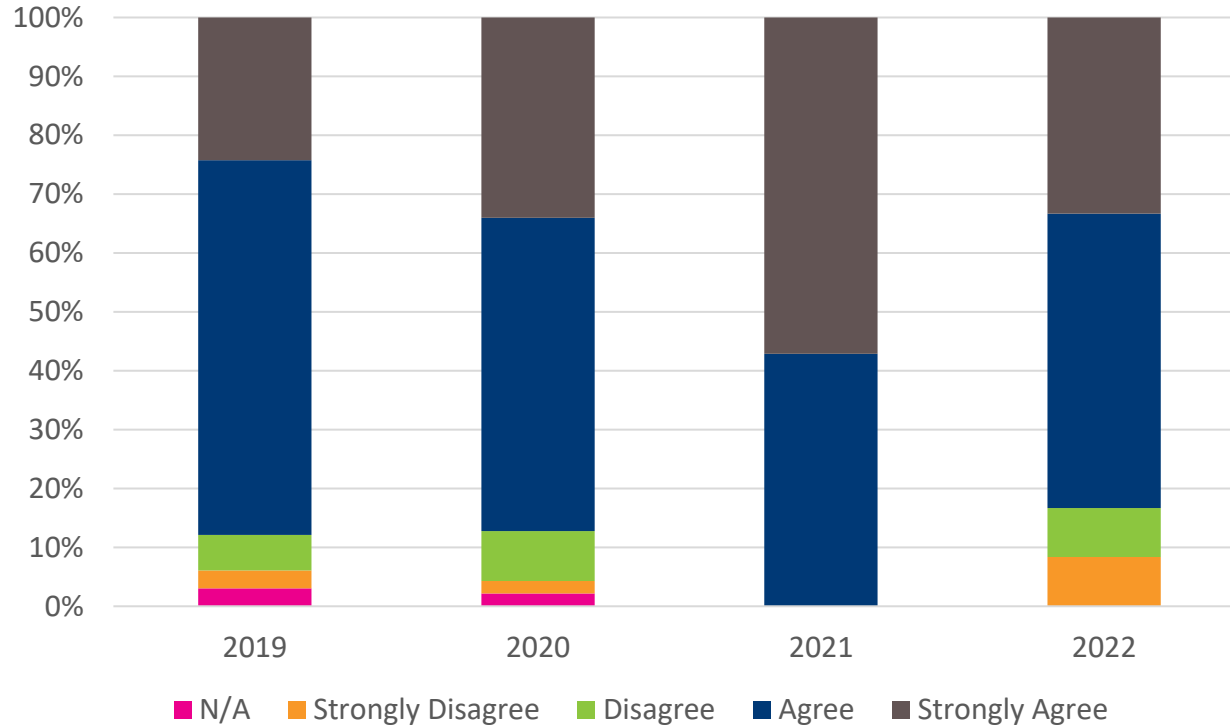
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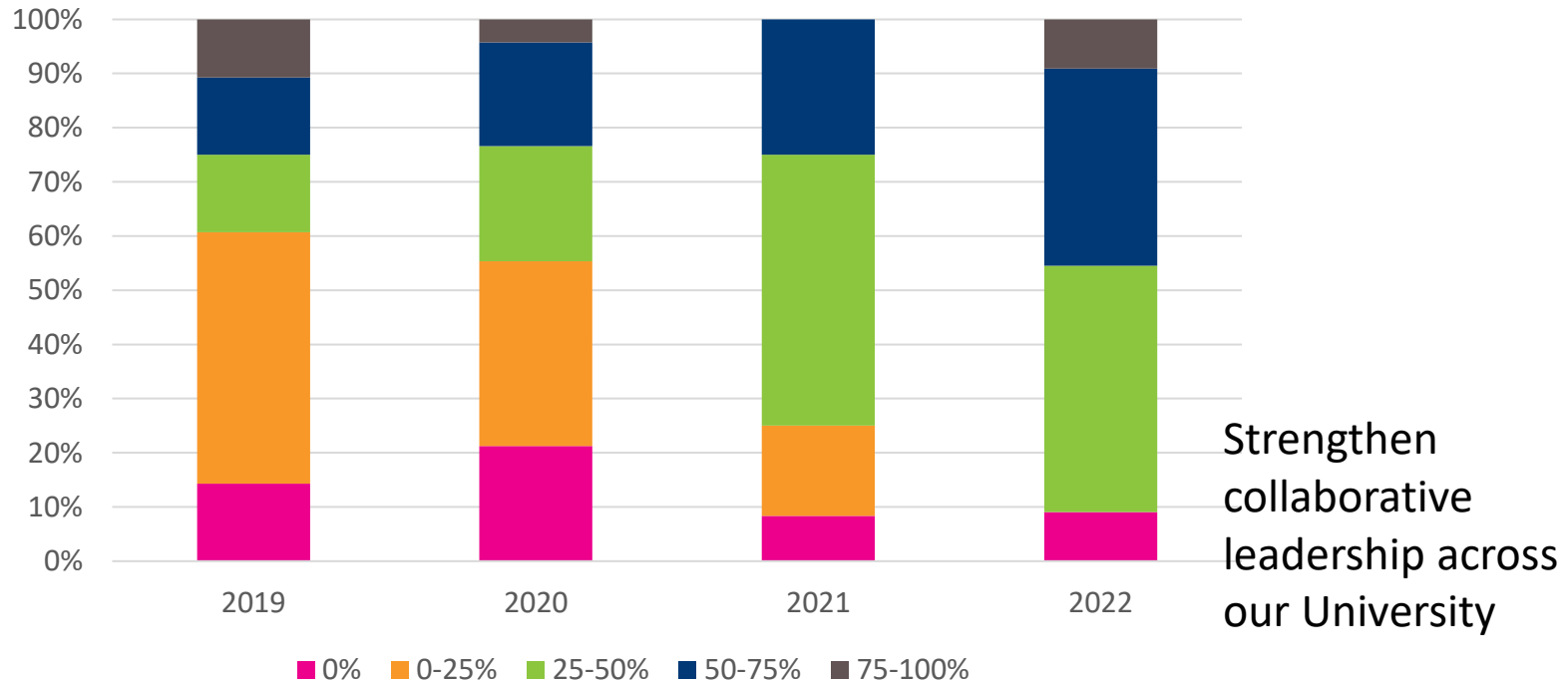
Evaluation

Programme objectives met



Evaluation

How much more effective do you feel in your role?



Online Evaluation

“What are you doing differently as a result of this SLP: Please give us specific examples.”

“Are there any other specific business accomplishments, such new ideas or initiatives or any financial benefits, that you would like to mention as a result of the Strategic Leadership Programme?”



Now

Our future plans

Cohort 7 onwards

More CPD activity

More curated leadership content

Using our alumni group for support



Now

Our future plans

New CPD route through a consultancy project with Huddersfield Business School

Bridging units

2 Units via HBS

What have we learned?

Clear about
purpose

Evaluate the
tangible

Remember there
will be surprises!

