



BAME Leadership Programme

Module Outlines



UNIVERSITY OF
LINCOLN

HUMAN RESOURCES



Module 1

Understanding Yourself

Monday 16 March / Tuesday 17 March
9.30am - 4.30pm

This module will cover:

1. Introduction to the programme
2. Understanding expectations of leaders within the organisation that you can start measuring against
3. An overview of the 4 quadrants of emotional intelligence
4. An in-depth exploration of the 13 competency areas of the first two quadrants (self-awareness and self-management). Within this we would include:
 - a. Work around identifying core values
 - b. Understanding and debriefing experiences from the attendees
 - c. Self-assessment. Some work around neuroscience to understand how different areas of the brain work and strategies to activate less used areas (e.g. prefrontal cortex for rational thought processes).
 - d. The limiting belief cycles and how to overcome them
 - e. Some work around time management

Guest Speaker: Ros Simpson, HR Director

Module 2

Understanding the Organisation

Wednesday 1 April

9.30am - 4.30pm

This module focuses on the 3 competencies of quadrant 3 of emotional intelligence – social awareness.

During this module we will focus on

- Empathy
- Situational Awareness
- Service Orientation

Guest Speaker: Simon Parkes, Deputy Vice Chancellor



Module 3

Building Powerful Relationships

Wednesday 22 April
9.30am - 4.30pm

This module will focus on:

1. Input around conflict management
2. Dysfunctional teams
3. Leadership styles and their uses
4. Exercise to personal leadership styles (discussion or exercise)
5. Basic coaching skills as a leader
6. Input on difference between management and leadership
7. Input around Belbin
8. Link Belbin into both leadership styles and personality profiles in Module 1

Guest Speaker: Ruchi Aggarwal, Director of Business Development

Module 4

Speaking with Confidence

Wednesday 29 April
9.30am - 4.30pm

This day will be purely focused on developing public speaking skills for the boardroom environment.



Module 5

Becoming a Powerhouse at Meetings

Monday 18 May
9.30am - 4.30pm

Desired learning objectives:

1. Understand different types of meetings:
 - Informational
 - Problem-solving
 - Brain-storming
 - Performance review
 - Strategic
2. Understand the most appropriate communication style within the meeting:
 - Proposer
 - Supporter
 - Builder
 - Disagree
 - Defend/Attack
 - Testing Understanding
 - Summarising
 - Seeking Info
 - Giving Info
 - Shutting Out
 - Bringing In

Module 6

Leaders of the Future

Tuesday 9 June
9.30am - 4.30pm

This module concludes with a form of certification and celebration.



For more information please contact:

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Visit lcn.ac.uk/inspire to download the self nomination form.



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