

WESTERN SYDNEY UNIVERSITY



INSPIRE LEADERSHIP PROGRAM 2016 EVALUATION SUMMARY REPORT

BACKGROUND

The Inspire Leadership Program, now in its sixth year, is designed to develop and enhance the leadership skills and capabilities of our Academic and Professional leaders and managers and recognises the importance of developing our emerging leaders.

The Program supports the University's strategic goal to commit to a dynamic and innovative culture that secures success. It is endorsed by the Vice-Chancellor and Executive, and is funded by the University. The Program is coordinated and facilitated by the Talent and Leadership Development Team.

This nine month blended learning program applies leadership theory, principles and models that are relevant to academic leadership and higher education settings. The program involves participation in five workshops, 360° feedback questionnaire, guest speakers (members of the Executive), Lynda.com online leadership modules and learning resources, peer mentoring, small and large group discussions and presentations, videos, reading, reflection journal, and completion of a leadership project.

THE 2016 PROGRAM

In 2016, a total of 35 staff in leadership roles participated in the Program. There were 15 Professional staff and 20 Academic staff.

Participants completed an evaluation throughout and at the end of the Program.

Appendix 1 is a summary of the participants' overall Program evaluation.

Leone Cripps
Senior Consultant , Talent and Leadership Development

APPENDIX 1

PARTICIPANT EVALUATION SUMMARY

2016 Inspire Leadership Program
Held at Frogmore House, Werrington North, Penrith Campus

Program Facilitators:	Leone Cripps, Phillip Marler & Frank Reed Talent and Leadership Development
Number of Professional Participants:	15
Number of Academic Participants:	20
Total number of Participants:	35
Evaluation response rate	63%

2016 Participants by School/Division	Professional	Academic
School of Business		1
School of Computing, Engineering & Maths		2
School of Education		1
School of Humanities & Communication Arts	1	3
School of Law		2
School of Medicine		1
School of Nursing & Midwifery	1	7
School of Science & Health		1
School of Social Science & Psychology		1
Hawkesbury Institute for the Environment		1
Careers	1	
Library	2	
Office of the VP (Finance & Resources) inc. ITDS	2	
Office of Human Resources	1	
Quality & Performance	1	
Research, Engagement , Development & Innovation (REDI)	1	
Student Participation & Success	1	
Student Recruitment	1	
Student Experience Office	1	
University Secretary & General Counsel	1	
Widening Participation	1	

1. 360 degree feedback

95% of respondents agreed that the 360 degree feedback was helpful in identifying specific areas of development as a leader.

- **The 360 feedback was the basis of my learning and development. Without it I would not know which areas I needed to work on to improve.**
- **It was very enlightening and beneficial to my whole thinking.**
- **My 360 feedback had some surprises for me, mostly around what others thought was important for my role compared to my perspective.**
- **It was interesting to see the feedback from staff that I work with. Helped future growth and development.**

2. Workshops

100% of respondents agreed that the workshops helped them to develop their understanding of the challenges and issues relating to their leadership role.

- **The workshops help to keep you on track, network and to understand the challenges faced across the University.**
- **Workshops provided a better understanding. Very beneficial as other participants expressed that they faced similar challenges and issues. Interesting to hear their perspectives and experiences.**
- **There were many models and strategies presented that allowed me to develop my leadership role and understand what will work for me. Sharing experiences also helped me in understanding what is the best approach.**

3. Leadership Capabilities

85% of respondents agreed that implementing their action learning project helped improve their leadership practice.

100% of respondents agreed that the program is important and relevant in developing leadership capabilities.

4. Goals

95% of respondents agreed that they have made significant progress in achieving their leadership goal/s.

5. Facilitators

100% of respondents agreed that the facilitators were effective in helping them learn and grow as a leader.

- **They were approachable and supportive in helping us learn and develop. Each facilitator brought a different approach and style to add to the richness of the sessions and keep them interesting.**
- **The facilitators presented ideas and models in a way that promoted thought and enquiry. They had the knowledge, understanding and experience. A very hands on approach, great facilitators.**
- **The facilitators were able to demonstrate real world examples of the theory being taught and were able to assist with scenarios that related to my work area.**

6. Lynda.com Online Modules

85% of respondents agreed that the Lynda.com online modules were relevant to their leadership or management role.

30% of respondents completed seven or more modules.

The top three most relevant or useful modules were:

- **Motivating & Engaging Employees**
- **Coaching & Developing Employees**
- **Influencing Others**

7. Benefits of participating in the Inspire Leadership Program

- **I believe a combination of participating in the program, applying the tools and methods and changing roles has allowed me to achieve the goals I set for undertaking the program.**
- **I now have the confidence to say that I can lead and have developed the skills to do so.**
- **The skills I have acquired through the program have helped me immensely in growing as a leader.**
- **I was given an opportunity to firstly identify areas that I could improve on , understand how this impacts on my leadership style and then the tools to improve.**
- **The guest speakers provided valuable and diverse perspectives on being a leader.**