

## **2012 UWS INSPIRE LEADERSHIP PROGRAM**

### **EXECUTIVE SUMMARY**

The University values, recognises and is committed to attracting, retaining, rewarding and developing its high quality staff. The Inspire Leadership Program is designed to develop and enhance leadership skills and capabilities, and to build on the strengths of our Academic and Professional managers and leaders to influence, motivate and inspire others to follow.

This blended learning program applies theory to practice and principles and models of leadership relevant to academic and higher education settings. The program includes highly relevant and informative workshops, a 360° multi-rater feedback on leadership roles, access to the Harvard Business Publishing online learning resources, peer mentoring and completion of an action learning project in an area of leadership in higher education.

The Inspire Leadership Program is endorsed by the Vice-Chancellor, Senior Executive and the Our People 2015 Steering Committee and is fully funded by the University through the Office of Organisational Development

The 2012 UWS Inspire Leadership Program consisted of 34 Professional leaders and 29 Academic leaders.

Of the 63 leaders that took part in the program, 55 are planning to complete the additional steps to document their action learning project. Certificates of completion will be presented in a ceremony at Frogmore House, Werrington North campus, presided by the Vice Chancellor, Professor Janice Reid on 8 May 2013.

A summary of participants' evaluation is attached.

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Director Organisational Development  
Office of People and Culture  
5 March 2013

**EVALUATION SUMMARY**  
**2011 Inspire Leadership Program**

<b>Program Facilitators:</b>	Aggie Lim and Leone Cripps
<b>Number of Professional Participants:</b>	34
<b>Number of Academic Participants:</b>	29
<b>Number of Evaluations:</b>	37

<b>2012 Participants by School/Division</b>	<b>Professional</b>	<b>Academic</b>
School of Business	4	3
School of Computing, Engineering & Maths	2	3
School of Education		4
School of Humanities & Communication Arts		2
School of Law		2
School of Medicine	1	
School of Nursing & Midwifery	1	6
School of Science & Health	1	4
School of Social Science & Psychology		
Office of the CFO (incl Finance & IT)	4	
Office of People & Culture		
Capital Works & Facilities	2	
PVC Research	1	4
PVC Students (incl ARO)	9	
PVC Education		1
PVC Engagement & International	3	
Library	1	
DVC CSS (Other)	5	

### 1. 360 degree feedback

86% of respondents agreed that the 360 degree feedback was helpful in identifying specific areas of development as a leader.

*This was one of the most beneficial aspects of the program. The opportunity to undertake 360 feedback should be available and offered to all staff at UWS. It provides a very good insight into your style of work, and how your colleagues perceive this. My 360 feedback confirmed areas of improvement I had already identified - so it was nice to know I was heading in the right direction.*

*The ICVF analysis (360 report) provided me with a highly detailed analysis which reshaped my understanding of my performance – especially as it is perceived by my colleagues.*

## **2. Workshops**

94% of respondents agreed that the workshops helped them to develop their understanding of the challenges and issues relating to their leadership role.

*The workshops caused me to reflect on what I do and how I do it. I also learnt greatly from reflecting on the strategies outlined by the exemplar leaders in the second session.*

*The workshops provided great examples of the issues we might face and tools to help address them. Having the opportunity to share with others at UWS and hear about their experiences was also really valuable.*

*Every workshop had a few 'light bulb' moments! I think the Feedback session with Anthony Critchley was one of the best workshops I have ever been on.*

## **3. Leadership Capabilities**

86% of respondents agreed that implementing their action learning project helped improve their leadership practice.

97% of respondents agreed that the program is important and relevant to develop leadership capabilities.

97% of respondents agreed that the facilitators were effective in helping them learn and grow as a leader.

## **4. Goals**

91% of respondents agreed that they have made significant progress in achieving their leadership goal/s.

## **5. Harvard ManageMentor Online Modules**

86% of respondents agreed that the Harvard ManageMentor Online Modules were relevant to their leadership or management role.

19% of respondents completed 8 or more modules.

The top three modules voted as most relevant or useful were:

'Leading and Motivating' (25%)

'Coaching' (18%)

'Persuading Others' (16%)

## 6. Benefits of participating in the Inspire Leadership Program

*Confidence!*

*Networking with other leaders at UWS was positive and very helpful.*

*I particularly valued my peer mentoring group.*

*Building on team dynamics and personal strengths to be more effective in what we do.*

*I have improved my relationship with my staff and my own supervisor.*

*A huge change in my attitude and the way people relate to me. I have been given notification from my supervisor and the person who nominated me into the Inspire Program, that my overall attitude is significantly changed to a leadership role. Others in the office have also noticed and advised my supervisor of the change. I have been given wonderful feedback.*

*A greater ability to build on my team, identify my team's needs and play a role in assisting them to develop their capabilities.*

*Improved communication and understanding of the issues faced by my direct reports.*

*A great program! I would recommend it to anyone in a leadership role.*

*Aggie and Leone are both very inspiring and I've thoroughly enjoyed being a part of this great program. Thank you.*

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