Inspire Leadership Program 2013
Evaluation Summary Report – August 2014

Background

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

The Program supports the University's strategic goal to retain, reward and develop its staff, is endorsed by the Vice-Chancellor and Executive, and is funded by the University. The Program is coordinated by the Office of Organisational Development.

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), Harvard Business Publishing online modules and learning resources, peer mentoring, small and large group discussions and presentations, videos, reading, reflection journal, and completion of a leadership project.

The 2013 Program

In 2013, a total of 69 staff in leadership roles participated in the Program. There were 33 Professional staff, 16 Academic staff and 20 managers and team leaders from Information Technology Services. Certificates of completion were presented by the Vice Chancellor, Professor Barney Glover, to participants at a graduation ceremony on 7 May 2014.

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

Appendix 1 is a summary of participants' evaluation.

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Endorsed by:

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APPENDIX 1

PARTICIPANT EVALUATION SUMMARY

2013 Inspire Leadership Program
Held at Frogmore House, Werrington North, Penrith Campus

Program Facilitators: Aggie Lim and Leone Cripps,
Office of Organisational Development

Number of Professional Participants: 33
Number of Academic Participants: 16
Number of ITS Participants: 20
Total number of Participants: **69**

2013 Participants by School/Division	Professional	Academic
School of Business		2
School of Computing, Engineering & Maths		2
School of Education	4	3
School of Humanities & Communication Arts	2	1
School of Law		2
School of Medicine		
School of Nursing & Midwifery		1
School of Science & Health	6	2
School of Social Science & Psychology		2
Office of the CFO (incl Finance & IT)	24	
Office of People & Culture	2	
Office of Strategy & Quality	1	
Capital Works & Facilities	1	
PVC Research		1
PVC Students (incl ARO)	6	
PVC Education	1	
PVC Engagement & International	3	
Library	3	

1. **360 degree feedback**

85% of respondents agreed that the 360 degree feedback was helpful in identifying specific areas of development as a leader.

- o It was wonderful to be able to compare self-image with how one is perceived by others. The cross section of respondents also allows for an excellent impression of your 'work persona'.
- o A little confronting but very useful in targeting what you need to improve on.

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.

- o The conversations facilitated within the workshops definitely helped me to develop my understanding of my leadership role.
- o A very practical application of knowledge - Workshop role plays and checklists are very useful in terms of applying to my workplace.

3. Leadership Capabilities

79% of respondents agreed that implementing their action learning project helped improve their leadership practice.

93% of respondents agreed that the program is important and relevant to develop leadership capabilities.

93% of respondents agreed that the facilitators were effective in helping them learn and grow as a leader.

4. Goals

86% 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.

35% of respondents completed 8 or more modules.

The top three most relevant or useful modules were:

'Leading and Motivating' (21%)

'Persuading Others' (18%)

'Feedback Essentials' (15%)

6. Benefits of participating in the Inspire Leadership Program

- o The Inspire Program has affirmed I'm travelling down the right path as a leader.
- o I have a better insight into my own behaviours and what I need to develop.
- o I feel better connected across the University as a whole.
- o I have self-confidence, motivation and new knowledge to implement.
- o This was a great opportunity to reflect on my personal leadership style.
- o I gained insight into the fact that there are lots of leaders at UWS with similar issues.