Inspire Leadership Program 2014
Evaluation Summary Report – June 2015

Background

The Inspire Leadership Program, now in its fifth 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 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 2014 Program

In 2014, a total of 38 staff in leadership roles participated in the Program. There were 26 Professional staff and 12 Academic staff. Certificates of completion were presented by the Vice Chancellor, Professor Barney Glover, to participants at a graduation ceremony on 30 April 2015.

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

2014 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: 26
Number of Academic Participants: 12
Total number of Participants: **38**

2013 Participants by School/Division	Professional	Academic
School of Business	2	4
School of Computing, Engineering & Maths		1
School of Education		1
School of Humanities & Communication Arts		
School of Law		
School of Medicine	1	
School of Nursing & Midwifery		4
School of Science & Health	1	
School of Social Science & Psychology		1
Office of the CFO (incl Finance & IT)	4	
Office of People & Culture	3	
Office of Strategy & Quality	1	
Capital Works & Facilities		
PVC Research	2	1
PVC Students (incl ARO)	8	
PVC Education	1	
PVC Engagement & International		
Library	3	

1. **360 degree feedback**

80% of respondents agreed that the 360 degree feedback was helpful in identifying specific areas of development as a leader.

o   The 360 feedback broadened/extended my professional experience base within my current role.

o   I found it valuable to keep coming back to the feedback at different times during the program.

o   I gained so much from the the feedback given as well as the reflection opportunities for change that this provides.

2. **Workshops**

93% of respondents agreed that the workshops helped them to develop their understanding of the challenges and issues relating to their leadership role.

- o Each workshop was well integrated to enable me to gain a deeper understanding of myself in a leadership role.
- o I already had a good understanding of the challenges and issues, however, the program allowed me to reflect further, tweak my understandings and prioritise better.
- o The workshops and peer mentoring was a great opportunity to network with others in the broader UWS community

3. Leadership Capabilities

87% 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

87% of respondents agreed that they have made significant progress in achieving their leadership goal/s.

5. Harvard ManageMentor Online Modules

77% of respondents agreed that the Harvard ManageMentor Online Modules were relevant to their leadership or management role.

33% of respondents completed 8 or more modules.

The top three most relevant or useful modules were:

'Leading and Motivating'

'Persuading Others'

'Feedback Essentials'

'Change Management'

6. Benefits of participating in the Inspire Leadership Program

- I have a clearer idea of where I would like my leadership role to be in the future.
- I have developed a greater understanding of what it takes to lead and not just direct.
- I have improved my ability to delegate tasks.
- I have a better understanding of how I can contribute and be more innovative.
- I am able to reflect on my leadership role and how I perform.
- My creative thinking has improved.
- I am able to reflect on my own behaviour and be more goal orientated.