

## **2011 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 2011 UWS Inspire Leadership Program involved 75 staff consisting of 41 staff in professional leadership roles and 34 staff in academic leadership roles from across the three Colleges. 44 staff completed the requirements for the award of Certificate of Completion.. Certificates were presented to participants by the Vice Chancellor, Professor Janice Reid in May, 2012.

In 2012, there are 65 staff participating in the Inspire Leadership Program. The Academic leadership group includes Directors of Academic Programs and Research portfolios in the Schools.

A summary of participants' evaluation is attached.

Aggie Lim  
Director Organisational Development  
Office of People and Culture  
15 July 2012

## EVALUATION SUMMARY 2011 Inspire Leadership Program

**Program Facilitators:**

Aggie Lim and Leone Cripps

Participants by College/Division	Professional	Academic
College of Arts	7	4
College of Business	4	14
College of Health Science	4	16
DVC Corporate Strategy & Services	19	
DVC Academic & Research	7	
<b>Total number of participants</b>	<b>41</b>	<b>35</b>

**Number of Evaluations:** 35

### 1. 360 degree feedback

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

*"It was very useful to see the comparison between how I rated myself and how others rated me. I was relieved to see they were very close."*

### 2. Workshops

80% agreed that the workshops developed an understanding of leadership challenges and issues.

*"Each of the workshops was uniquely useful. I took something important away from each workshop and did a lot of my own followup and further investigation of topics discussed."*

*"I cannot stress enough just how much I enjoyed and benefitted from the Inspire workshops. The information presented was highly relevant and readily applicable."*

*"I appreciated the opportunity the workshops provided to talk and share experiences/concerns/information with peers."*

### 3. Leadership Capabilities

84% agreed that implementing their action learning project helped improve their leadership practice.

84% agreed that the program is relevant to develop leadership capabilities.

92% agreed that the facilitators were effective in helping them learn and grow as a leader.

### 4. Goals

88% agreed that they have made significant progress in achieving their leadership goals.

### 5. Harvard Manage Mentor Online Modules

92% agreed that the online modules were relevant to their leadership or management role.

28% completed 8 or more modules.

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

*"Improved confidence in my own leadership abilities, especially when dealing with difficult situations."*

*"The program, through its peer mentoring component, has afforded me the opportunity to develop excellent working relationships with colleagues in other schools."*

*"The peer mentoring group network proved to be an invaluable support during times of change and will continue into the future."*

*"I approach tasks with more confidence and allow others to share the load."*

*"My working relationship with direct reports has improved. Using the tools from this program I can have difficult interactions without hesitation."*

*"I am more confident in my leadership, being decisive when required and offering informed opinions."*

*"Overall the program has given me knowledge and understanding of behaviours within the team which has made me more patient."*

*"I have become mindful of being inclusive, sharing my vision, using strategies to motivate and inspire my team and facilitate in an open, respectful and transparent communication/decision-making process."*

*"The facilitators constantly encouraged us to reflect and practice what we were learning."*