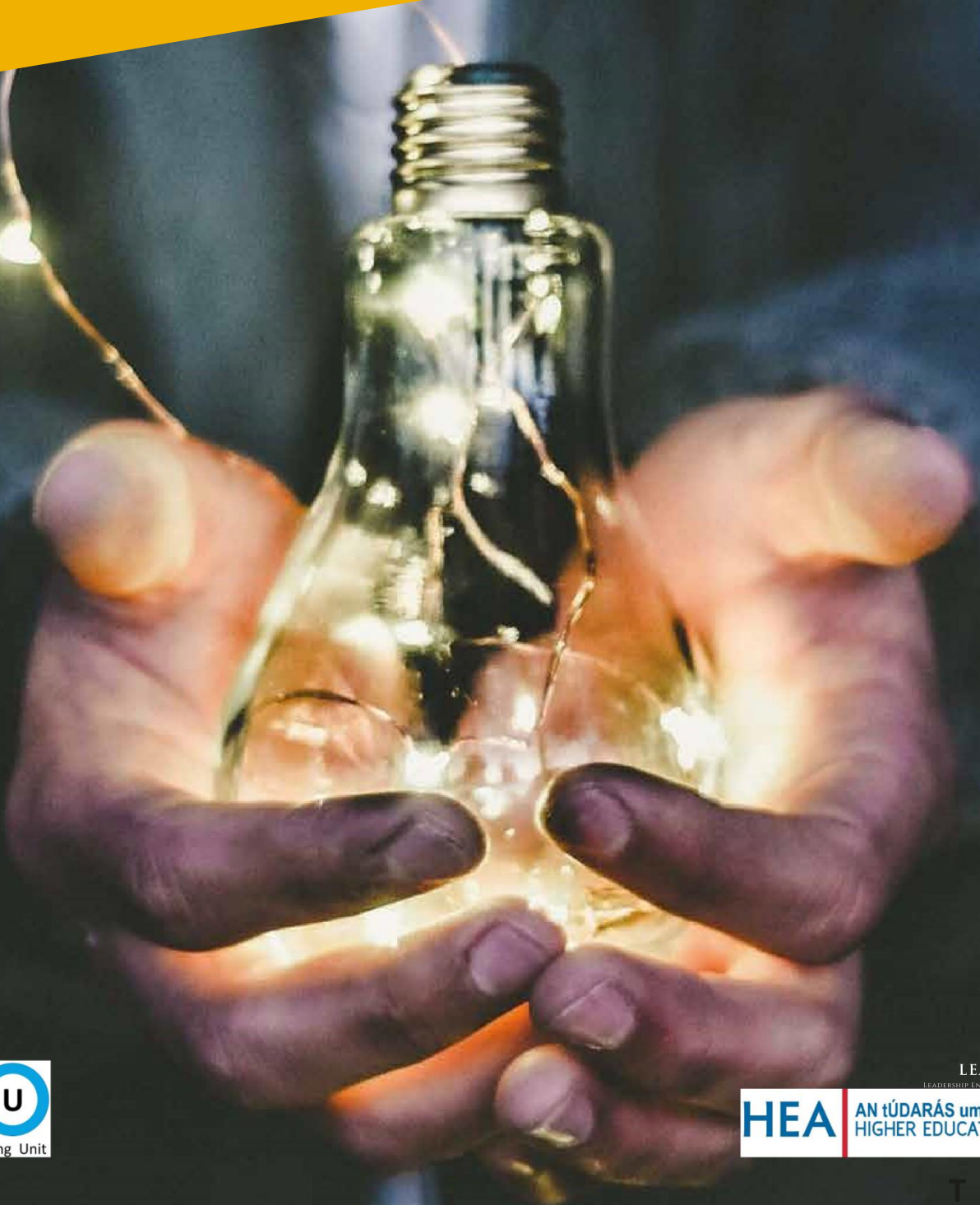




Leadership Development Programme 2023-24

Provided through the Teaching and Learning Unit and funded through HEA Systems Performance Funding



LEAD@MTU

LEADERSHIP ENHANCEMENT & DEVELOPMENT

T L U

Teaching and Learning Unit

Overview

Elevate is MTU's bespoke leadership development programme – open to all colleagues working in the University. Provided through the Teaching and Learning Unit (TLU) and funded for this year through the HEA Systems Performance Funding Elevate is designed to support leadership development for all areas of the university.



The Programme

There are three types of programme available dependent on your previous experience of leadership, your current and previous roles, and your interest in developing leadership skills.

Leadership Fundamentals: This level is aimed at those with an emerging interest in leadership and whose background and exposure to leadership is at a beginner's level.

Leadership Core: This level is aimed at supporting staff who may have any of the following:

- Previous leadership experience
- Informal leadership roles outside MTU
- Led (or currently leading) a project
- Some prior training on management or leadership
- Completed Elevate (Fundamentals) in the last academic year

Experiential Leadership: This level is aimed at supporting staff who may have any of the following:

- A formal or informal leadership role in MTU
- Been/are involved in drawing people together to achieve a goal of some sort
- Ongoing complex collaboration with a group of people
- Previously completed Elevate Leadership Core or Experiential Leadership

This year we will be offering two of the programme levels – Leadership Core and Experiential Leadership.

“The sessions delivered were extremely engaging and thought-provoking with relevant practical, small group exercises built-in. The engagement with participants really meant there was full participation by attendees, and we all looked forward to each session.”

Anne-Marie Flynn, Office of the Vice President Academic Affairs and Registrar

“The Elevate programme provides a great balance of building the knowledge and theory on leadership while giving opportunities for reflection and discussion on practical examples in the higher education context.”

Aoife Kelliher, Student Empowerment Co-ordinator



Programme Structure

The programme will involve 7 sessions between now and April 2024. This year, some sessions will involve all participants while other sessions will be Action Learning Pods which will be county specific. The Action Learning Pods will be a smaller group and will focus on supporting individuals with their personal leadership challenges.

Proposed Times for Elevate Core Semester 1 2023-2024				
POD 1 (Cork)	POD2 (Cork)	POD3 (Cork)	POD 4 (Kerry)	Location
Oct 17th 10am-4pm	Oct 17th 10am-4pm	Oct 17th 10am-4pm	Oct 17th 10am-4pm	Killarney Kick Off All Pods
Oct 24th 9am -12pm	Oct 24th 2pm-5pm	Nov 7th 9am-12pm	Nov 14th 9am-12pm	Pods 1-3 Cork / Pod 4 Kerry
Nov 21st 9am -12pm	Nov 21st 2pm-5pm	Dec 5th 9am-12pm	Nov 28th 9am-12pm	Pods 1-3 Cork / Pod 4 Kerry

Proposed Times for Elevate Experiential Semester 1 2023-2024				
POD 1 (Cork)	POD2 (Cork)	POD3 (Cork)	POD 4 (Kerry)	Location
Oct 17th 10am-4pm	Oct 17th 10am-4pm	Oct 17th 10am-4pm	Oct 17th 10am-4pm	Killarney Kick Off All Pods
Oct 17th 10am-1pm	Oct 24th 10am-1pm	Nov 7th 10am-1pm	Nov 14th 10am-1pm	Pods 1-3 Cork / Pod 4 Kerry
Nov 21st 10am-1pm	Nov 28th 10am-1pm	Dec 5th 10am-1pm	Dec 12th 10am-1pm	Pods 1-3 Cork / Pod 4 Kerry

Benefits of Participation

Fresh perspectives through participation with colleagues.

1. Increased self-awareness and strategies for relationship development within the organisation.
2. Elevate will offer opportunity to gain a
3. Digital Badge or, possibly, a Special Purpose Award.

Further information:

✉ Project Lead: Dr Pio Fenton (pio.fenton@mtu.ie)



Programme Details

Leadership Core



Overview	<p>The Leadership Core programme is designed to give existing or aspiring leaders greater insight into current theories of leadership and to facilitate their individual growth within MTU through participation in several group sessions with peers. The programme examines such areas as: management and leadership contrasted, leadership traits and behaviours, leadership styles, the role leadership plays in setting organization vision and goals, motivation, communication, and conflict. Utilizing group work, personal reflection, and guest lectures from industry experts, the programme is designed for aspiring leaders to learn existing leadership theory, reflect on their own experiences, and begin the journey of initiating change within their existing work context.</p>
Content	
Session	Description
1 – Management vs Leadership	This session will examine the similarities and differences between these two pivotal areas.
2 - Leadership Traits & Behaviours	This session will examine the core characteristics of leadership, in addition to how leaders behave, facilitating a greater understanding of how good, and poor, leaders operate.
3 - Leadership Styles	This session will examine in detail the areas of task or relationship focus.
4 – Mission, Vision & Goals	This session will consider the role existing and aspiring leaders play in crafting and implementing organisational mission and goals. It forces all participants to reflect on what role they play in the organizational.
5 – Motivation	This session will examine the key element of motivation in organisational and team success and the role leadership plays.
6 – Communication & Conflict	As crucial aspects of a leadership role, this session will examine how communication and conflict management.

Experiential Leadership



Overview	<p>The Elevate Experiential Leadership programme focuses on ‘Leadership in Action’. This is an in-depth exploration of what leadership looks like in practice with an emphasis on leadership in action at MTU.</p> <p>This programme is for those who are currently in a position of leadership within MTU and/or have completed previous management and leadership education including, as an example, the Elevate Core programme. Candidates should have a high level of understanding of the fundamentals of management and leadership theories. Candidates will develop that knowledge further by exploring and understanding how leadership theories can be applied in practice. Candidates will be ready to reflect on their own leadership and how that impacts the performance of their teams, peers, and colleagues. Candidates can then decide to demonstrate their leadership development by applying learnings to an action-based leadership project at MTU.</p>
Content	
Session	Description
1 - Leadership & Relationships	Exploring the importance of trust, and how to develop and nurture trust. The relationship between leaders and their followers, and the impact on performance.
2 - Emotional Intelligence	Examining the importance for a leader to manage their own emotions, while also understanding emotions of others. What might Emotional Intelligence look like in the workplace?
3 - Insights Discovery® Leadership Workshop	Understanding how Insights can help a leader to manage, motivate and drive a team more efficiently and effectively.
4 - Coaching & Mentoring Others	Coaching and mentoring as key skills to the role of leader/manager. How coaching/mentoring can enhance and enable organisational transformation and excellence and how to coach/mentor others.
5 – Leading Change	Identifying and managing the challenges that leaders face when leading change. How leaders can bring their followers on a journey of change.
6 - Leadership Project Workshop	Course participants present leadership challenges that they have identified. Workshop session to explore potential solutions and actions.