The Inclusive Leader

# Overview

The Inclusive Leader Programme provides line managers with the most up-to-date tools and techniques to create an inclusive, high performing team culture. The programme directly supports the aim of building a distributed model of leadership at the University where colleagues are empowered to take ownership and deliver our shared aspirations.

“*This is the type of programme I needed when I started management roles years ago. It has been truly helpful and insightful, and helped me understand how I can lead and manage colleagues more effectively*.”

Professor Richard Harris, Institute of Education

*“Dan was excellent in delivering the course and was clearly sensitive to the pressures that the participants found themselves operating in. On a personal level, the ALS sessions, although I found them difficult, proved to be one of the most fruitful elements of the course and REALLY helped me deal with a complex and difficult situation in my own work life. I would not hesitate to extol the virtues of this course to anyone looking to refresh their management training.”*

Anonymous, Professional Services participant

*“This programme provided a much-needed opportunity to think about what leadership means in different and difficult circumstances. The structure was expertly tailored to the needs of the participants and to the wider context, and the content provided enough challenge to fuel constructive conversations within the group and beyond. The online sessions provided ample to space to think and reflect, and to discuss ideas with a broad cross-section of university colleagues. That those conversations have continued outside the formal programme is testimony to its success in engaging the participants as individuals and as a group.”*

Helen Parish, Head of School, School of Humanities

The programme has been designed to reflect the expectations of line managers at the University, providing best practice, and is organised around the University’s Leadership Framework – the 3Rs. Participants are also able to gain external accreditation via the Institute of Leadership and Management (ILM) at Level 4.

This programme replaces the previous ILM: Management Development programme, so if you have previously attended that, you will not need to attend this programme.

**Programme Aims**

By the end of this programme, you will be able to:

* Gain a greater understanding of your values, motivations and priorities to see how they influence you as a manager
* Use the values and priorities of your team members to motivate them to achieve high performance
* Demonstrate the University’s expectations of managers by role modelling the [Leadership Framework (the 3Rs)](https://www.reading.ac.uk/human-resources/-/media/project/functions/human-resources/documents/the-3rs-resourceful-responsible-respectful.pdf?la=en&hash=F9478A05FA1CF3F01C8D8DF8DFAB5574)
* Develop and empower your team so that their productivity is enhanced
* Regularly review the external organisational context and construct coherent strategies to implement with your team
* Commit to a self-development plan by continuing to access learning resources and supportive networks across the University

If you lead projects, groups, partnerships or collaborations without having line management responsibility for staff, then we recommend you consider the “Leading Through Influence” programme.

**Programme Delivery**

This programme will be delivered as a mix of online and in person sessions, if circumstances permit.

**Programme Structure**

The programme consists of:

* Modules delivered as a half-day (online) or full-day (in person) sessions, spread over several months
* Five two-hour Action Learning Sets
* Mandatory pre-work to be completed prior to each module (e.g. TED talks and short articles)
* Completion of a learning log after each module to record your learning and how you have applied this in your day-to-day work
* The option of three one-hour one to one coaching sessions

**Cohort Dates**

You must be able to participate in all the sessions listed below in full. The modules take place from 9.30 to 12.30 (online) or 9.30 – 4.30 (in person). The Action Learning Sets (ALSs) run for two hours on the date given (9.00 – 11.00, 11.30 – 1.30 or 2.00 – 4.00). You will be asked for your preference as for the time of your ALS once accepted onto the programme. You will need to attend at the same time for all ALSs.

This programme will be delivered as a mix of online and in person, if circumstances permit

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| **Session** | **Date** | **Time** |
| Introduction | 17.02.2022 | 11.00 – 12.00 (online) |
| Module 1 (part 1) | 03.03.2022 | 9.30 – 12.30 (online) |
| Action Learning Set 1 | 15.03.2022 | 9.00 – 11.00 or 11.30 – 1.30 or 2.00 – 4.00 (online) |
| Module 1 (part 2) | 04.04.2022 | 9.30 – 12.30 (online) |
| Action Learning Set 2 | 12.04.2022 | 9.00 – 11.00 or 11.30 – 1.30 or 2.00 – 4.00 (online) |
| Module 2 | 09.05.2022 | 9.30 – 4.30 (in person) |
| Action Learning Set 3 | 17.05.2022 | 9.00 – 11.00 or 11.30 – 1.30 or 2.00 – 4.00 (in person) |
| Module 3 | 08.06.2022 | 9.30 – 4.30 (in person) |
| Action Learning Set 4 | 21.06.2022 | 9.00 – 11.00 or 11.30 – 1.30 or 2.00 – 4.00 (in person) |
| Module 4 | 05.07.2022 | 9.30 – 4.30 (in person) |
| Action Learning Set 5 | 12.07.2022 | 9.00 – 11.00 or 11.30 – 1.30 or 2.00 – 4.00 (in person) |
| Module 5 | 21.07.2022 | 9.30 – 4.30 (in person) |

## Application Process

To apply, please complete the Inclusive Leader application form and email it to [peopledevelopment@reading.ac.uk](mailto:peopledevelopment@reading.ac.uk) **no later than noon Thursday 27 January 2022.**

We anticipate contacting the successful applicants by Friday 4 February 2022.

If you have any questions about this programme, or leadership development generally, please contact Lynn Moore ([lynn.moore@reading.ac.uk](mailto:lynn.moore@reading.ac.uk)) or Marc Adams ([m.d.adams@reading.ac.uk](mailto:m.d.adams@reading.ac.uk)) in People Development.