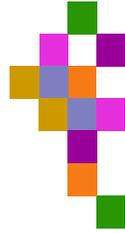


## WHAT DO I GET?

- A plan for my professional future
- Time to learn about me
- Time to think and explore issues
- An opportunity to learn about me in relation to others
- Extensive reference/support workbooks for each module
- A 'safe' place to learn and reflect
- Practical advice and guidance
- Professional tutoring and support
- Skills I can use at work and at home



'Having the chance to reflect on one's own self development was invaluable - it has changed my outlook on life'

Participant comment

## WHAT'S IT LIKE? (What will happen to me?)

**MOSAIC** training and development needs participants who are open minded and prepared to learn. As part of the programme you would participate in a range of learning activities including personal self reflection and group/team events.



'Managing Pressure and Stress— Module 2

The MOSAIC Programme promises to be...

Confidential		Challenging
Enjoyable		Practical
Fun		Inspiring
	Powerful	

## Is this You?

Confused about saying the 'right thing'?

Uncertain about your career path?

Wish you could 'get your point across'?

Unsure about other colleagues and what 'makes them tick'?

## Would you like to be...?

Sure about your future aims and aspirations and how to achieve them

Happy that you are 'worth it'!

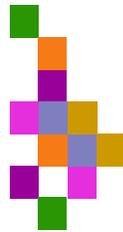
In harmony with your colleagues and team members

Confident in your abilities

'I look forward to putting all this together and making steps towards change and progress.'

Participant comment

The MOSAIC development programme can help everyone achieve their potential and overcome barriers to progress.

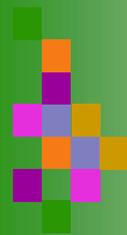


**Leadership Foundation**  
for Higher Education

MOSAIC has been produced with the support of the Leadership Foundation

## MOSAIC

Personal  
and  
Career  
Development  
for  
Men  
and  
Women

	Maximising	Our	skills	And	Inspiring	Confidence
M	O	S	A	I	C	

## WHAT IS MOSAIC?

An innovative personal and career development programme for men and women working in Higher Education. Uniquely designed to enable individuals to develop themselves and explore diversity issues within a mixed-gender development programme.

The **MOSAIC** programme focuses on:

**Maximising** Helping you to be the best you can be and achieve your potential

**Our** Learning about me—with a focus on you

**Skills** Gaining new skills which can be used at work and at home

**And** Fully inclusive of everyone regardless of gender, race, age or disability

**Inspiring** Packed with ideas and concepts that you can consider in relation to you

**Confidence** Achieving confidence to do the things you want to do

## WHAT'S IN IT FOR ME AND MY ORGANISATION?

Participating in this programme will equip you to:

- take control of your future
- overcome barriers to your personal and professional achievements
- start a journey which will tell you more about yourself
- improve your working relationships
- nurture your potential
- be confident in making decisions
- develop your understanding about the challenge of diversity and difference
- make more effective contributions at work

'The Programme made me sit and think about myself, my aims, goals and my future'

Participant comment

## HOW DOES IT WORK? (A look at the MOSAIC programme in more detail)

The **MOSAIC** programme is delivered in a series of five one-day taught modules. Each module is supported with a reference workbook which will help support you in further reflection on the learning covered.

### MODULE 1: MAPPING THE MOSAIC

- Who am I and where am I now?
- Self diagnosis of personal skills, strengths and needs
- Recognising differences
- Vive la différence

### MODULE 2: UNDERSTANDING THE MOSAIC

- Work-life Balances
- Health and healthy lifestyles
- Managing pressure and stress
- Flexible working practices for everyone
- Coping with change

### MODULE 3: DESIGNING YOUR MOSAIC

- Communication and interpersonal skills
- Assertiveness
- Psychometrics and gender differences
- Working with others
- Coaching

### MODULE 4: BUILDING YOUR MOSAIC

- Career progression
- Higher Education cultures
- Plotting the external environment
- Using our influence
- Meeting the challenges



'Plans into Action'— in Module 5

### MODULE 5: COMPLETING YOUR MOSAIC

- Taking stock and where am I now?
- The route ahead
- Making plans
- Plans into action
- Networks and support

'Seeing life as a journey—full of twists and turns, the occasional crossroads, cul-de-sac and long, straight road ahead—we've all been at the fork in the road where the signpost has disappeared .....

John Doidge  
Director of Staff Development University of Leicester

**The MOSAIC programme will help you re-discover your direction and purpose and provide you with a route map to reach your personal and professional potential**