

Women into Leadership



Workshop One

The Nature of Leadership

Objectives for today:

To get to know each other and the format of the programme.

To review a range of leadership and management definitions.

To identify and reflect on your leadership values and skills.

To explore the differences or similarities between male and female leaders

To introduce the 360 appraisal

Introductions

- Name
- Current role
- Brief career history to date
- Draw an image that describes you

Please put the key details on a flipchart
Two minute maximum for introductions



Learning Contract

What do you expect from the programme?

What do you expect from each other?

What do you expect from the delivery team?

What are your concerns / what don't you want?

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fo-cus (fō'kəs) *n. pl.*
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Panic

Stretch

Comfort



Leadership

Management

“If you think you're leading and no one is following then you're only taking a walk.”



What are the skills and qualities that leaders will need to lead successfully in a University environment?

UNIVERSITY OF MANCHESTER

The image shows the facade of a Gothic-style building, likely a university hall or library. The building is constructed from light-colored stone and features three large, pointed Gothic windows in the center. Above these windows is a smaller, circular window. The building is flanked by two tall, narrow towers with pointed roofs. The sky is a clear, bright blue. The text "UNIVERSITY OF MANCHESTER" is visible on a ledge below the windows.

The 10 Personal Qualities

Clear Goal and a
Sense of
Purpose

Self Confidence
and Resilience

Credibility

Trustworthy

Role model

Communication
Capability

Emotional
Intelligence

Inspirational

Open Minded

Flexible
thinking

Five Practices of Exemplary Leaders

Kouzes and Posner

Model the Way

Inspire a Shared Vision

Challenge the Process

Enable Others to Act

Encourage the Heart

Authentic

Not false or
copied

Established
credibility

Trustworthiness
/believable



‘To thine own
self be true’

And

Never play
small

Authentic leaders are anchored by their own deep sense of self; they know where they stand on important issues, values and beliefs.

Cooper et al. (2005): B.J.Avolio, W.L.Gardner (2005)



Values are our core principles that motivate our behaviour and guide our decision making.

TED Talk



- https://www.youtube.com/watch?v=18uDutylD_a4

Johari's Window

	Known to Self	Unknown to Self
Known to Others	Open Knowledge	
Unknown to Others		

Johari's Window

	Known to Self	Unknown to Self
Known to Others	Open Knowledge	
Unknown to Others	Hidden Knowledge	

Johari's Window

	Known to Self	Unknown to Self
Known to Others	Open Knowledge	Blind Spot
Unknown to Others	Hidden Knowledge	

Johari's Window

	Known to Self	Unknown to Self
Known to Others	Open Knowledge	Blind Spot
Unknown to Others	Hidden Knowledge	Knowledge yet to be revealed