Developing Our Leaders and Managers

Learning pathways for leaders and managers at the University of Manchester

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Foundational Learning for All:

In order to get off to a great start at managing and leading others, you may want to consider some of the following courses on the Staff Learning and Development (SL&D) Open Programme as important foundations:

- Making an Impact
- Presentation Skills
- Project Management
- Achieving Your Potential
- Having Difficult Conversations
- Giving Feedback Effectively
- Unconscious Bias
- Developing Resilience for Change
- Communicating Assertively

Access the further courses information or sign up via the links above in the Training Catalogue.

Managing at Manchester:

The aim of *Managing at Manchester* is to develop the capability and confidence of first line managers, or people new to a management role, to be able to engage and support individuals and teams to deliver results.

Running over a 6 month period, this programme is for any academic or PSS employee currently in a people management role, who has had limited previous management development. This may include individuals required to manage people without formal line management responsibility.

Managing at Manchester focuses on developing managerial excellence and gaining the foundational skills managers need to succeed.

For more information on this programme, please see the Training Catalogue.

Leading at Manchester:

Leading at Manchester aims to build leadership skills and capability of established managers and individual contributors at the University to inspire, influence and develop others to deliver high performance within their area of responsibility and beyond.

This 6-month leadership programme is for experienced senior specialists and managers looking to develop their leadership capability in their role. The audience for this programme may include, but not be limited to:

- Established managers who lead academics, senior technical professionals and other managers; and
- Academics, researchers, and senior professionals required to influence and deliver results through others.

For more information on this programme, please see the Resources section in the Training Catalogue.

Inspiring Leaders Programme:

This senior leadership programme blends the development of knowledge and skills with the opportunity to collaborate with peers to experiment with and refine your learning and experiences.

Over 6-months this programme gives senior leaders from across the University the opportunity to explore how they can support and inspire staff to achieve their goals and deliver excellence; continue to enhance impact and influence internally and externally; expand professional networks while raising profile and reputation; and play an active role in shaping the University's future.

For more information please see the SL&D StaffNet pages.

There are also other resources that are available to develop yourself as manager and leader:

Learning for All

L&D Toolkit,

Sixty Second Skills and

Lynda.com - contact SL&D for more information.

Managers' Essentials

Learning Resources to
Support Current Managers

Bespoke Programmes

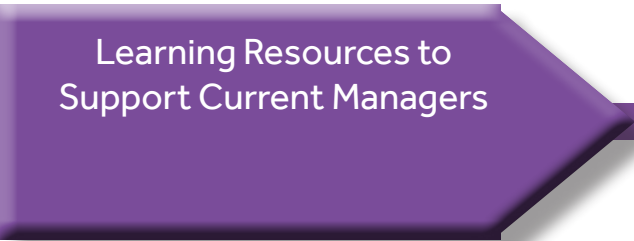Learning Resources to
Support Leaders

Managers' Essentials:

There are a range of resources that have been designed to provide managers with essential information for your management role. You can access all of this through the new Managers' Essentials site – a digital hub with a wide range of practical and learning resources to support managers at the University of Manchester, including a list of Must Do's for managers and How To guides for key policies and practices at the University.

Visit Managers' Essentials

Learning Resources to Support Current Managers:

SL&D offer a range of courses and learning resources to support current managers including:

- Coaching Skills for Managers
- Leading People Through Change
- Managing Conflict
- Successful Delegation
- Supporting Staff with Disabilities
- Supporting Staff with Mental Health Problems
- 360 Feedback
- Coaching Support
- Mentoring Support

There are also two required courses for all managers:

- Recruitment and Selection training
- P&DR Reviewer Training

For more information on this programme, please see the Training Catalogue or contact the SL&D team.

Bespoke Programmes:

We have a number of bespoke programmes that are aimed to support managers and leaders in different ways. These include:

- Aurora
- Stellar HE
- Researchers into Management

To find out more information on these programmes, please contact the SL&D team.

There are also other resources that are available for ongoing development as a manager:

Learning for All

L&D Toolkit

Change Management

Finance Management

Leadership and Strategy

Learning Resources to Support Leaders:

The University offers a range ofther learning resources specifically to support current leaders. These include:

- Executive Coaching Support
- Senior Mentoring Support
- 360 Feedback
- Conferences and networking opportunities (area specific)

CMI Level 3 - Team Leader:

This Charterd Management Institute Team Leader Level 3 apprenticeship is delivered externally by QA and covers the key competencies that aspiring and new managers need to successfully lead a team. It will equip participants with the ability to effectively manage a team, plan and monitor workload and resources and build professional relationships.

This 13 month programme is suitable for:

- New managers wanting to improve their existing skills and develop new skills
- High performers identified at the University who could take a step up to management
- New recruits in management roles who would benefit from a comprehensive personal development plan

If you meet the eligibility criteria for this programme and have the support from your managers, please contact the SL&D team.

CMI Level 5 - Operations/Departmental Manager:

This Charterd Management Institute Operations/Departmental Manager Level 5 apprenticeship is delivered externally by QA and covers the key competencies that senior managers need to understand and develop effective management and leadership practices at a higher level.

This 18-month programme is suitable for:

- Existing senior managers who want to improve their performance
- Super star managers who are stepping up to the next level of their career
- New recruits in senior management roles who would benefit from a personal development plan when joining the University

If you meet the eligibility criteria for this rogramme and have the support from your managers, please contact the SL&D team.

Faculty Programmes:

Each Faculty offers a New Academics Programme (NAP), which is part of a University-wide approach to support new academics and to provide academic staff with the skills they need to carry out their research and teaching and learning duties at the highest level. This also includes elements of leadership development to support academics in their career development.

For more information about the New Academics Programmes and links to each Faculty site, please see the SL&D NAP StaffNet page.

Other development opportunities for Faculty staff are available through the SL&D and Faculty intranet sites, which can be reached by the following links:

Researcher development
Teaching and Learning development

Faculty Senior Operational Management:

Over the coming year, SLD will be working with Faculties to identify the development need of senior managers around operational management areas including Strategic Finance, HR, Planning and other relevant operational topics.