

Leadership Development Programme for Disabled Colleagues and Colleagues with longstanding health conditions

The University of Manchester is committed to creating an environment where diversity is valued, and all have a sense of belonging. One of the priorities of our 3-year EDI (Equality, Diversity, and Inclusion) strategy is creating an Inclusive environment and culture, this includes the offer of a programme of continuous learning to our diverse community. One of our ambitions is to create an outstandingly inclusive place to work and study and that includes providing opportunities for personal development to disabled colleagues and colleagues with longstanding health conditions.

The University of Manchester is proud to be working with several partners and on this occasion, we will be working with [Result CIC](#) to help us to drive positive change at an individual and organisational level with a pilot development programme.

Through their training programmes, Result CIC empower organisations and individuals with disabilities and long-term health conditions to develop their leadership skills, gain invaluable knowledge, and set personal goals with one-to-one coaching. They offer a supportive and inclusive environment that encourages personal growth by exploring values, individuality, resilience, and visibility.

Programme Details:

This pilot programme will be split into **three in-person workshops** and **online 1:1 coaching sessions** throughout, focusing on your development plans, progress, and goal setting. The first cohort of the pilot programme will have ten participants.

Workshop session outlines:

1. You	<ul style="list-style-type: none">• Your experiences• Identity• Strengths
2. You and others	<ul style="list-style-type: none">• Communication styles• Assertiveness• Imposter Phenomenon
3. Trusting teams and networks	<ul style="list-style-type: none">• Teams and trust• Asking for help• Psychological safety• Networks

When will the workshops and online coaching take place?

The workshop dates are:

1. **Monday 24 June 2024** – All Day. Venue to be confirmed.
2. **Tuesday 23 July 2024** – All day. Venue to be confirmed.
3. **October 2024** – Date and venue to be confirmed.

The online coaching will be arranged separately between the coaches and participants.

Frequently Asked Questions:

Am I eligible to apply?

This is a pilot leadership development programme for disabled colleagues (**open to academic and professional services colleagues at all grades**). Colleagues registered with the University Disability and Advisory Support Service (DASS) may apply as well as colleagues with longstanding health conditions.

If you would like to discuss accessibility or caring requirements, please contact Tahira Majothi, EDI Partner – tahira.majothi@manchester.ac.uk.

Yes, it is an essential requirement of the programme for successful participants to attend all three workshop dates and the 1:1 coaching sessions. If you are successfully shortlisted but no longer available to attend all dates, we will invite the next person on the waiting list.

Why are the workshops in person and not hybrid?

This is a pilot programme, and the training providers would like colleagues to attend in person for psychological safety, engagement with the course content and facilitators and to grow strong networks. The programme format will be evaluated at the end by our Academic Lead EDI Disability.

Will I need to let my Line Manager know I wish to participate?

As these will be three full day workshops, it is advisable to make your Line Manager aware so that you are available to attend if you gain a place on the programme. The training provider, Result CIC, also offer an awareness training workshop for Line Managers to help develop a sense of inclusion and better understanding and communication. This is something we can make Line Managers aware of, though there is no obligation for them to attend.

How do I apply?

If you would be interested in finding out more about the training, please complete the attached [application form](#).

Alternatively, if you would prefer to record a two-minute audio or video file in response to question four on the application form, please save it under your name and email it to equalityanddiversity@manchester.ac.uk for the attention of Tahira Majothi.

The closing date is Friday 10 May 2024.

Successful applicants will be informed by Monday 20 May 2024.

If you have any questions, please email Tahira Majothi, EDI Partner: tahira.majothi@manchester.ac.uk.