

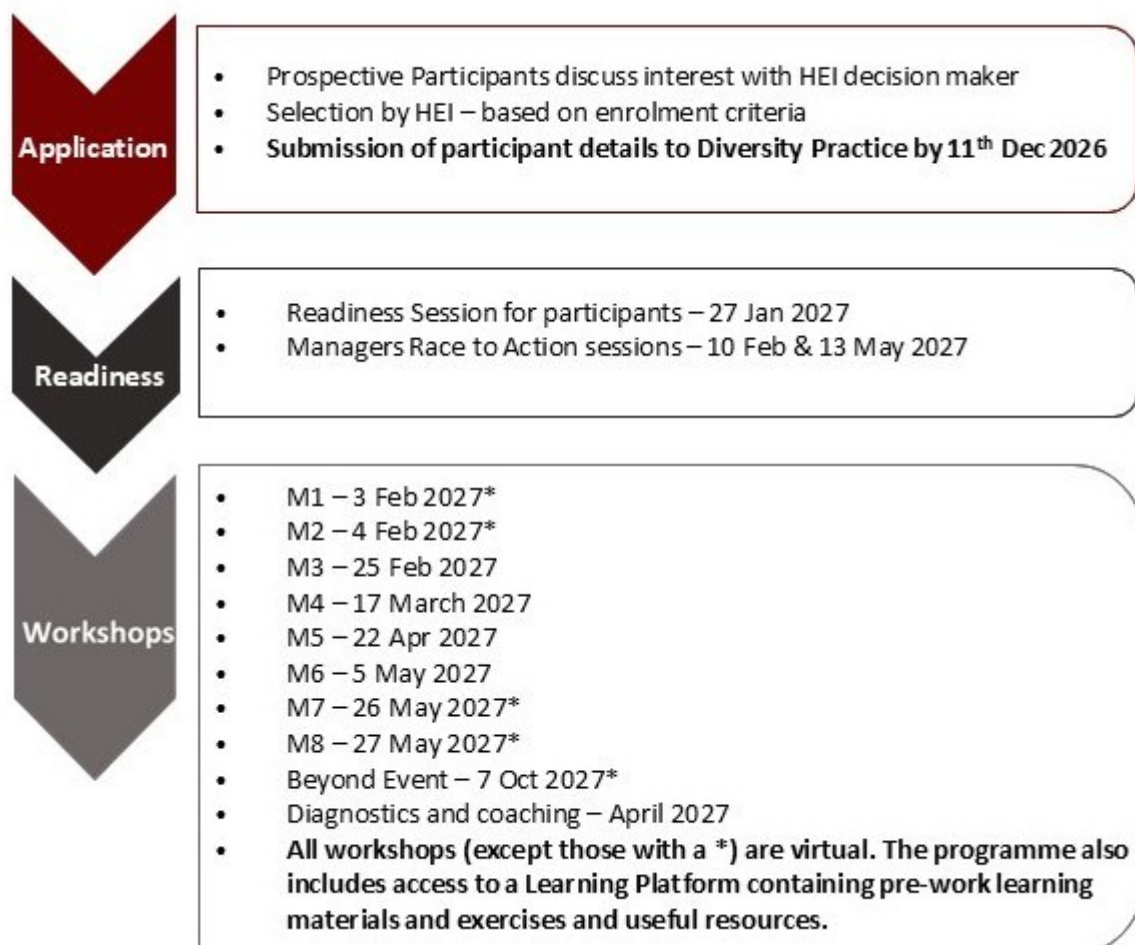
StellarHE 2027

COHORT 21 ENROLMENT INFORMATION

StellarHE is a strategic executive development programme for Diverse Leaders (Black, Asian and Ethnically Diverse) in Higher Education. Now in its twentieth year, this programme has been designed specifically to develop and implement leadership strategies that reflect the unique challenges and experiences of Black, Asian and Ethnically Diverse Academic and Professional staff across Higher Education.

StellarHE is targeted at Diverse Leaders who aspire to senior leadership positions in Higher Education. It is aimed at professional Support Staff, Academics and Researchers at a middle to senior management level. Readiness to embark on an experiential leadership programme and availability to participate in all activities are key criteria for participation on the programme.

ENROLMENT PROCESS



ENROLMENT PROCESS continued

The purpose of the enrolment form is to ensure that participants are clear about the criteria and professional readiness necessary for taking up the programme. **All participants are asked to complete the online enrolment form [HERE](#) by 11th December 2026**

The active engagement of Line Managers is a critical element of the StellarHE programme. Please make sure your Line Manager is available for their workshops 10th February 2027 & 13th May 2027. These workshops are designed to help managers fully understand their involvement, for example, supporting participants in identifying their Leadership Challenge and sharing their learning in the workplace on completion of the formal modules.

The final fee for the programme is £4,950 excl. VAT. This covers all the workshops and materials, and accommodation for the night of day 1.

An invoice will be sent on receipt of the enrolment form.

Each HEI is requested to make the decision on who to put forward based on the enrolment criteria below.

The Diversity Practice will confirm enrolment based on the information submitted.

SELECTION CRITERIA

The online form will ask you to indicate in a sentence or two (max 250 words) how you meet the established criteria as follows:

1. **Please provide an example of your experience in leading or managing others.**
Include examples of supervision, delegation, developing staff, or leading change and innovation. (Focus: Demonstrated Leadership Experience & Competence)
 - **Weight: 10%**
 - *Rationale:* This is foundational to assessing leadership capacity, but not the sole focus of a program.
2. **How have you proactively planned and taken steps towards your career development in HE?**
Share your aspirations and the actions you've taken to progress towards them. (Focus: Intentionality, Aspiration, Drive)
 - **Weight: 20%**
 - *Rationale:* Shows initiative, future-orientation, and a desire for growth - crucial for program success and impact.
3. **What is your understanding of the StellarHE Leadership Programme and its aims?**
Explain how the programme aligns with your personal and professional goals. (Focus: Understanding Program Fit, Personal Motivation, Vision)
 - **Weight: 20%**
 - *Rationale:* Crucial for ensuring the candidate genuinely understands and aligns with the program's specific ethos, rather than just applying to any leadership program. High alignment suggests higher engagement.

SELECTION CRITERIA continued

4. **How do you understand your racial identity in the context of your leadership journey?**

Reflect on how your background has shaped your experiences and approach as a leader. (Focus: Self-Awareness, Identity Integration, Critical Reflection, Authenticity)

- **Weight: 20%**
- *Rationale:* This assesses critical self-reflection and the ability to articulate how racial identity informs leadership.

5. **How will you share your learning from the programme with others?**

Describe how you will mentor, coach, or support other Black, Asian and ethnically diverse colleagues. (Focus: Commitment to Equity, Community Building, Multiplier Effect)

- **Weight: 15%**
- *Rationale:* Demonstrates a commitment to collective advancement and gives insight into their potential as a future leader and mentor/ally within the community.

6. **What do you hope to contribute to the StellarHE community of participants?**

Reflect on the strengths, experiences, or perspectives you will bring to this peer-learning community. (Focus: Collaborative Spirit, Peer Contribution, Value-Add)

- **Weight: 15%**
- *Rationale:* Assesses their understanding of a reciprocal learning environment and their potential to lead and enrich the experience for others, vital for a "community of participants."