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Academy

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LTA Connect: All about Aurora!

Wednesday 15th May 2024

Friday 24th May 2024

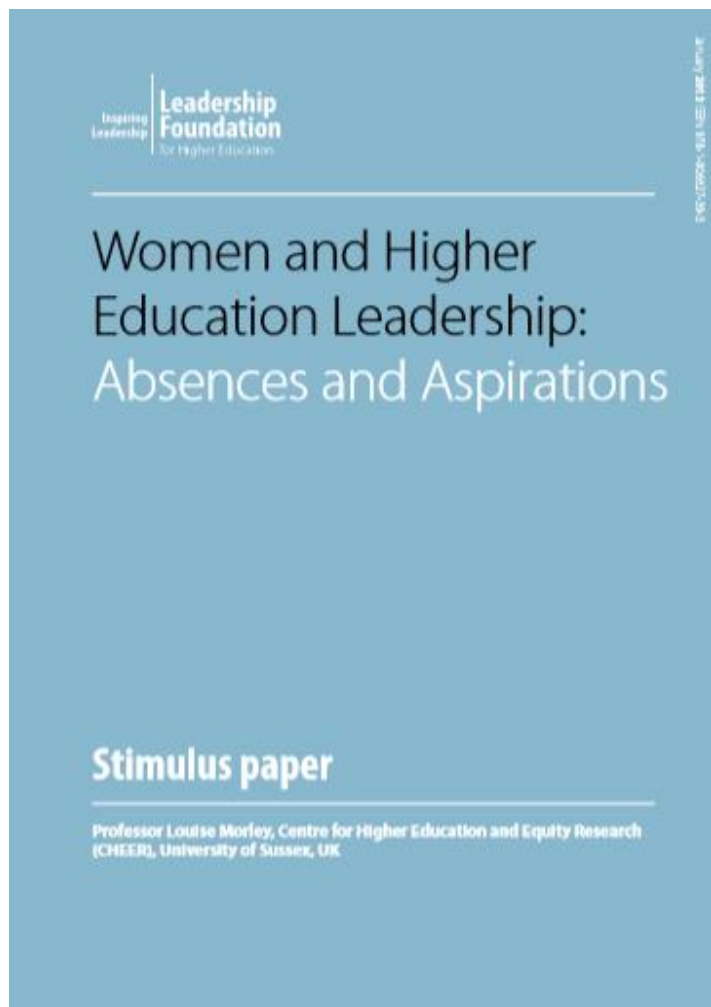


The beginnings of the Aurora Programme



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Ginnie Willis

@Ginnieuu

Freelance leadership and organisational developer-still director for LF Aurora. Tweets mostly on leaders, leadership, learning and equality.

📍 Stirling Scotland 📅 Joined November 2010

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Who is Aurora for?



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- For women and those who identify as women
- Up to senior lecturer level or professional services equivalent
- Working in UHI or an academic partner
- Who would like to ...
 - Develop and explore issues relating to leadership roles
 - Not simply about you becoming a line manager or a leader
 - Your aspirations and the context in which they sit

What does leadership mean to you?



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“... real leadership is not about telling others what to do. It’s about inviting others, encouraging others, getting others excited about new possibilities. True leadership doesn’t presume to have the answers. In fact, the opposite is true. The best leaders start with an open mind and invite others to seek solutions with them. Truly great leadership is about genuinely caring about the other person’s success as you mutually learn and grow. That’s true of all successful leadership. But it’s absolutely crucial to leading others when you have no positional authority”.

Leading without authority, Keith Ferrazzi (2020)

“Aurora made me think bigger – both for myself and my students”

Marie McPeak, undergraduate common architecture office manager at Trinity College Dublin

“Aurora gave me the space to reflect and appreciate my own career journey in higher education and to begin to feel comfortable in myself and my own leadership style. I'm now thinking bigger than I have ever done before – not only about my career but also about how I can support students and enhance their experience while they're with us at Trinity.”



Lola Madrid-Castillo, associate assistant professor of maternal and child health, London School of Hygiene and Tropical Medicine

"Aurora gave me the chance to take time out from my day job to truly think about myself and my career. It enabled me to expand my network, to meet women from different fields and to learn new strategies to upgrade my leadership skills and the way I work with stakeholders. It's also given me strategies for how I should be promoting myself and my work, something that's very important to me because I work so far from the majority of my colleagues within my institution and my focus is very much teaching."

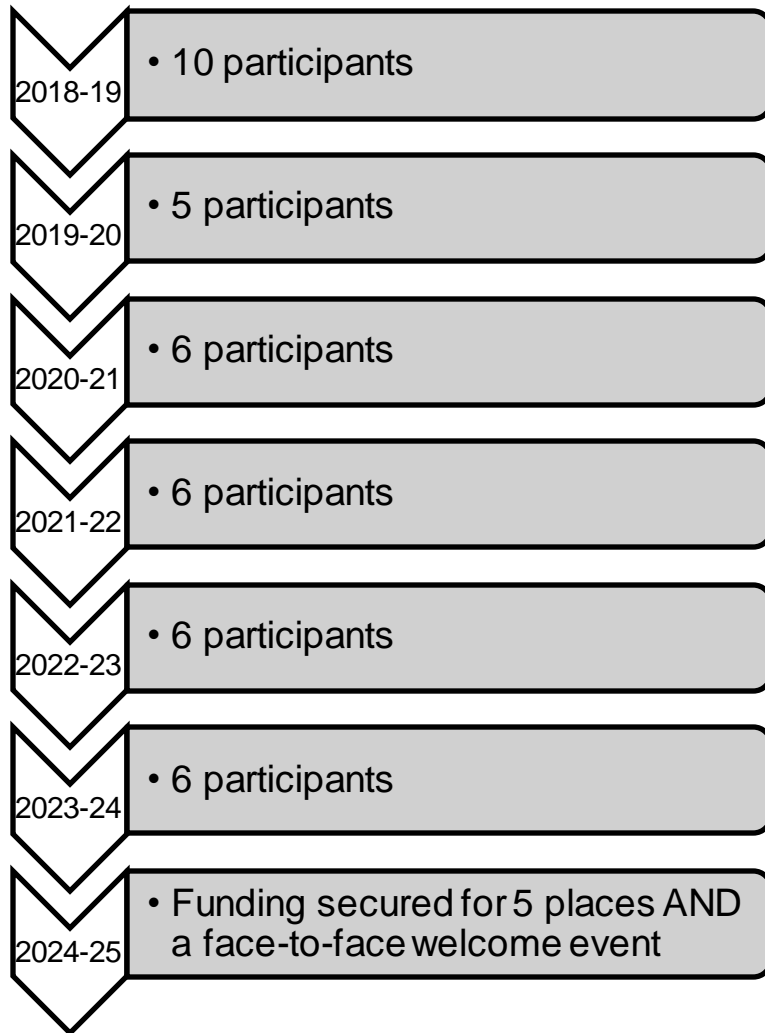


UHI's engagement with Aurora since 2018



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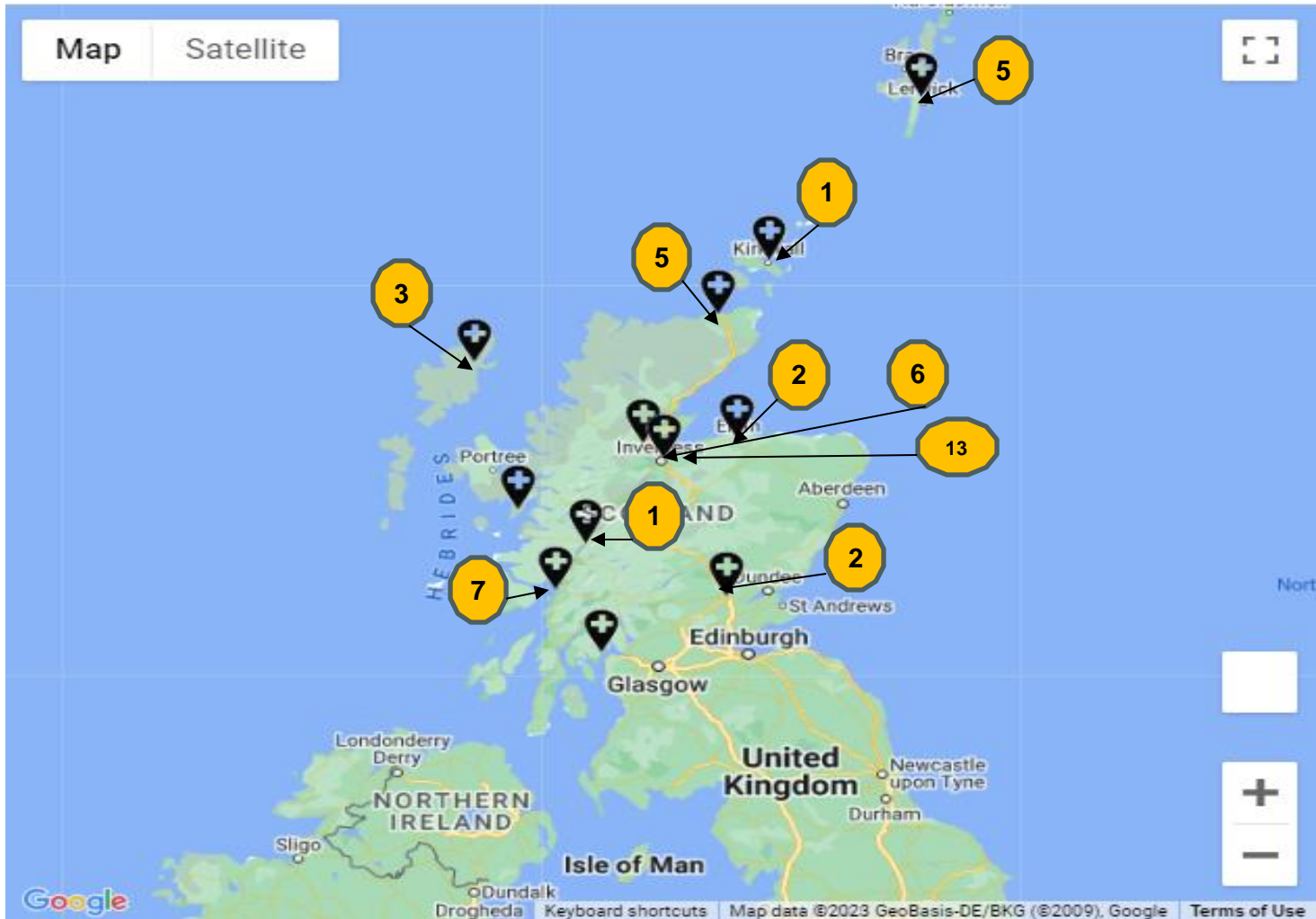


UHI's engagement with Aurora since 2018



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UHI's engagement with Aurora since 2018



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Year	No. of participants	Academic	Professional Services	Research
2023-24	6	3	1	2
2022-23	6	3	3	0
2021-22	6	1	4	1
2020-21	6	2	4	0
2019-20	5	2	2	1
2018-19	10	5	3	2
Total	39	16	17	6

Table 1 UHI Aurora participants by year and by role

Key dates



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Activity	Date
Deadline for applications	
Selection panel	
UHI welcome (F2F in Inverness)	
Welcome & introduction	
Identity, impact & voice	
Core leadership	
Action learning set 1	
Politics & influence	
Adaptive leadership skills	
Your Future in HE (F2F in Edinburgh)	
Action learning set 2	

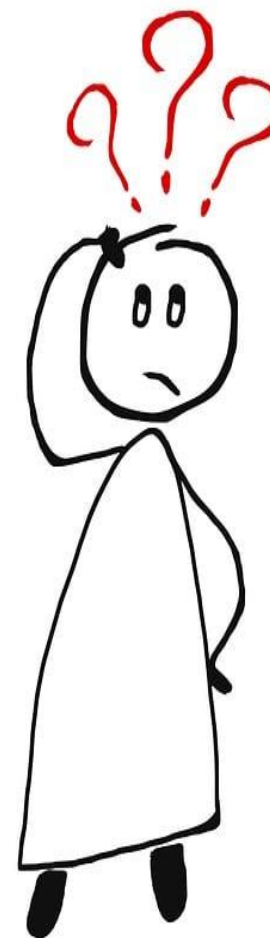


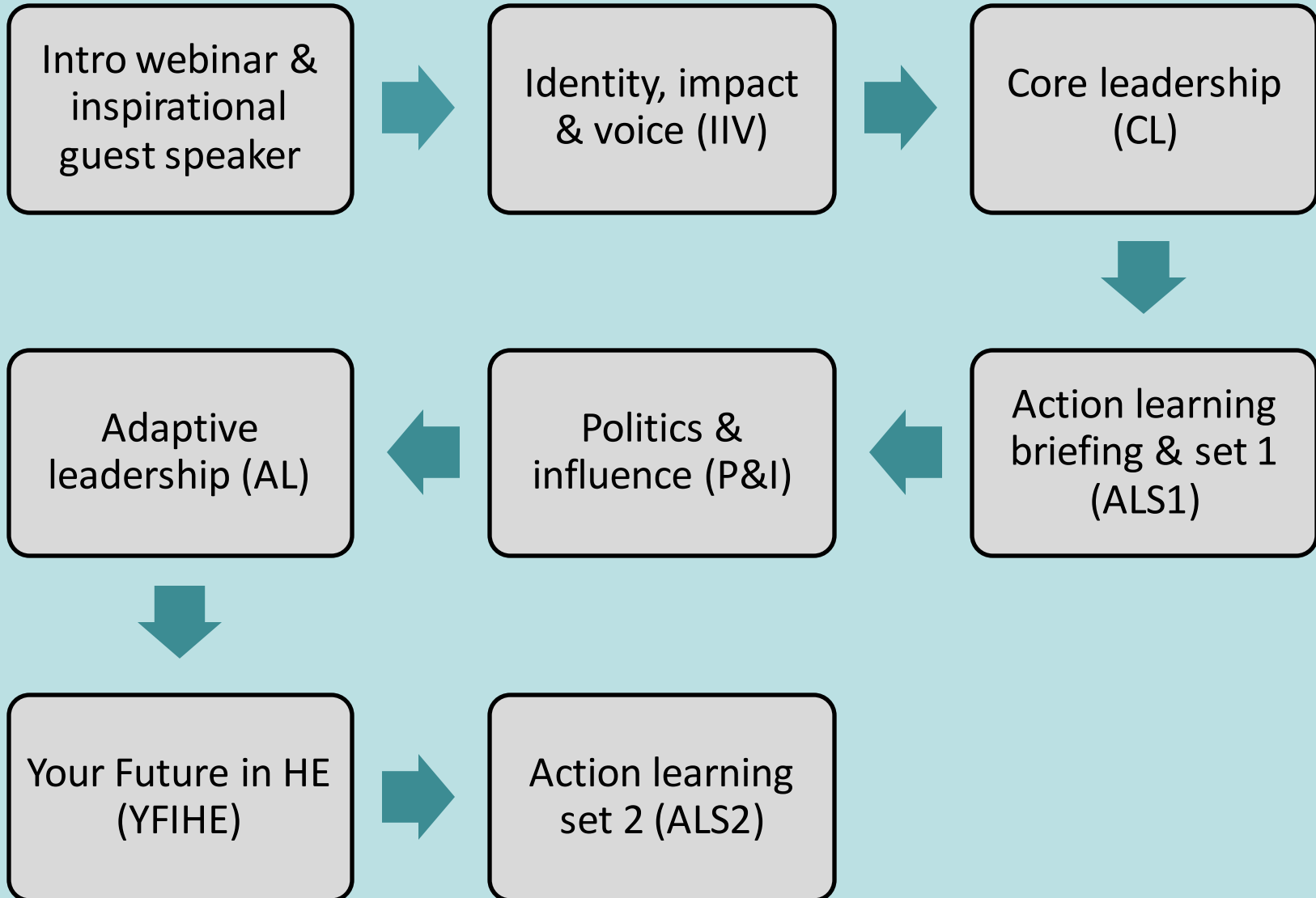
Image: [Pixaby](#)

Programme content



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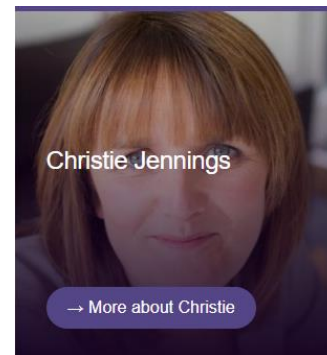
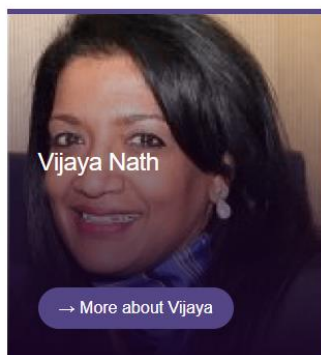
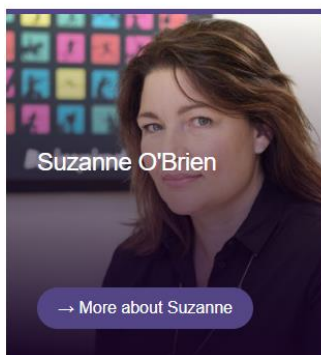
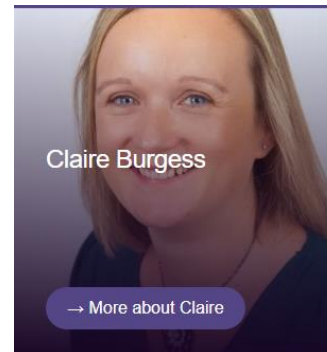
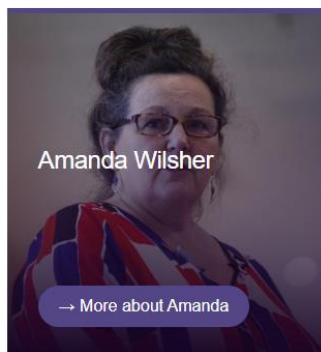
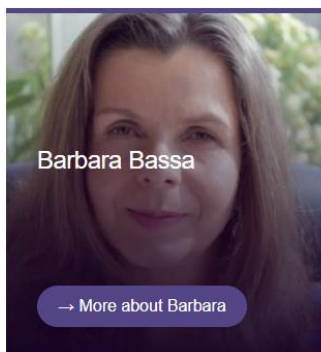


Aurora delivery team



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[About Aurora | Advance HE \(advance-he.ac.uk\)](https://advance-he.ac.uk)

Networking: optional/online/informal



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Application process



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- Call for applications? #Sigh
- Five fully funded places
- Application prep
- Selection panel to be convened
- UHI Welcome to Aurora face to face session
- Programme starts



Mentoring



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- Requirement of the programme for you to be mentored throughout and after the programme to support your leadership journey.
- [University Mentoring Scheme](#) and the Learning & Teaching Enhancement Strand

- Confidence building
- Pointers to relevant professional development, networking & coaching
- Skills development / enhancement
- Career advice and planning
- Guidance on where to start
- Identifying and planning development opportunities



It is expected that a mentoring relationship will last the duration of the programme & have well-defined objectives.

Women's Network



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- Established in 2018
- A safe space to debate current challenges facing women in further & higher education
- [Collaborative working - University Women's Network \(uhi.ac.uk\)](https://uhi.ac.uk)
- Co-run two Women's Network meetings, alongside your Auroran cohort. The first to be arranged after the first two development days and the second after the programme has completed.



So what am I being asked to commit to?



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During 2024-25:

1. Attending the UHI welcome session, face to face in Inverness
2. Attending all of the Scotland cohort development & action learning set days
3. Undertaking self-directed learning throughout Aurora, aligned with your personal development interest
4. Attending the Your Future in HE face to face event in Edinburgh
5. Registering on the mentoring scheme to be matched with an Aurora mentor and engaging with her
6. Alongside your cohort, running two Women's Network meetings



In the future:

1. Mentoring future Aurorans through the UHI mentoring scheme
2. Taking part in other leadership development opportunities such as International Women's Day, delivering webinars etc



Image: [Pixaby](#)

Hints & tips



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- Read the application guidance & the AdvanceHE Aurora programme information
- Be clear & explicit about what **you** want to gain from the programme
- Think about **your** thoughts & perspectives on leadership?
- Consider the potential impact of the programme for you, and for your wider context
- Use the word count in each section but don't go over the maximum
- **This is an individual application so make sure it's about YOU and YOUR leadership aspirations**
- Line manager endorsement is about ensuring they know about the time commitment involved in the programme.

There may only be five places ... but



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There are other opportunities:

- to network,
- to develop your leadership aspirations
- to keep in touch

As well as:

- LTA Connect webinars
- University Mentoring Scheme
- Professional recognition through ALPINE & NTFS/CATE



Image: [Pixaby](#)

“All about Aurora!”



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