PROGRAMME OVERVIEW:
The University’s Strategic Plan places our people at the heart of our vision of transforming the world with greater knowledge and learning. Our International Leadership Development Programme has been specifically designed to support our leaders, both current and potential, develop the skills necessary to successfully integrate institutional strategy, individual leadership, and organisational culture.

WHAT CAN I EXPECT TO TAKE FROM ILDP?
It is expected, by the end of the programme, participants with have:

- an enhanced understanding of the leadership skills required to be an effective senior managers in a higher education institution,
- through the use of a number of diagnostic questionnaires, including the use of 360° feedback process, a heightened sense of awareness about their own leadership communication and decision making style,
- an increased capacity to assess the strategic issues facing higher education institutions and the University of Aberdeen,
- a wider appreciation of the commercial and financial skills required to manage in an increasingly business-orientated approach to the delivery of higher education,
- by visits to international partners and other relevant organisations, to gather market intelligence and experience of leadership practice in different cultural contexts,
- developed a greater awareness of good practice in people management and acquire skills to apply these appropriately within their own context,
- through the use of action learning and innovation group meetings, an increased understanding of the experience and skills of other senior colleagues and development of practical steps to help lead major change projects

ILDP presents an exciting opportunity for those aspiring to leadership roles in the University to understand and explore what it means to be a leader in Higher Education. The programme will enable you to build the confidence and achieve the skills you need to respond to the challenges associated with these roles – ensuring that you can really make an impact leading here at Aberdeen.

Caroline Inglis
Secretary to the University
WHO CAN APPLY?
Individuals should have the support of their line manager and section head in applying for the programme.

Those individuals should be at an early or aspiring stage in your strategic leadership role; e.g. Head of Department, Service or School or Director of Teaching and Learning, but may have had previous experience of leading or managing teams or units. Candidates should either have an academic background and be leading a teaching, research or knowledge transfer department or have a professional service background and be leading an administrative or professional service. Applications are also encouraged from those individuals who are succession planned to occupy such roles in the next 2 to 3 years.

Each person nominated must be able to participate in all programme elements (the four workshops, the visit to a host institution, and engage in a 1-to-1 coaching process).

Core assumption: All participants will have a solid platform of management and leadership training/education and experience to build on as they enter the programme. All applicants should be employed by the University of Aberdeen for the duration of the programme.

THE APPLICATION PROCESS

1. Individual and their line manager discuss their suitability for ILDP against the applicant criteria as well as individuals personal development goals and the strategic needs of their area

2. Individual completes their section of the ILDP nomination form and passes to their line manager/section head for their endorsement

3. The nomination is passed to Staff Development by 16th June 2017 who will collate all applications. Applications will be reviewed by a panel of Senior Leaders

4. Staff Development will contact successful applicants with a formal programme invitation. Unsuccessful applicants will be offered an opportunity to meet with Staff Development to discuss additional personal development that can be offered*

---

“I am delighted that we are able to offer opportunities to join our International Leadership Development Programme (ILDP) in 2017. To secure our vision of transforming the world with greater knowledge, we need excellent leadership. Academic staff and colleagues from professional services should be empowered to propose innovation, develop strategy, and work in collaboration to make things happen. ILDP plays an important role in this process and ensuring that the University of Aberdeen supports, encourages and develops truly outstanding leadership.”

Prof Margaret Ross
Vice Principal