

PROGRAMME COMPARISON		
Details	<u>Aurora</u>	<u>FLi</u> (Female Leadership Initiative)
Operator	Externally operated by Advance HE	Internally run by UoB Staff Development
Target audience	Professional Services & Academic Staff Suggested grades: Professional Services H-J; Academic J-K	Professional Services & Academic Staff All grades
Programme aims and focus	<p>Aurora seeks to support early- to mid-career women and their HE institutions to fulfil their leadership potential and to share best practice, insights and experiences.</p> <p>Participants explore four key areas associated with success (see below) focusing on the traditional skills and competencies of leadership.</p> <p>It is a national programme so there is an opportunity to build one's external network and gain insight into different organisational contexts and perspectives.</p>	<p>FLi offers participants the opportunity to explore their personal development and growth, develop confidence and self-awareness of their leadership capabilities and help provide clarity and self-reflection on future career goals.</p> <p>Being UoB-based there are strong opportunities to build a local, supportive peer network and explore personal development within the UoB context.</p> <p>Strong links are drawn with key internal strategies and initiatives (such as EDI) and methods of tackling structural and systemic 'barriers' to success are addressed.</p>
Programme structure	<ul style="list-style-type: none"> • 4 full day 'conference' style events held nationwide • 2 half day action learning sets • Some self-directed online learning • Participants required to identify and work with a mentor throughout programme • Content is prescribed by Advance HE 	<ul style="list-style-type: none"> • 4 full day interactive workshops held in Bristol location • Half day action learning set • Some self-directed learning • Programme content is co-created with input from the cohort depending on their needs and learning priorities
Indicative content	<p>4 x conference titles are:</p> <ul style="list-style-type: none"> - <i>Impact, Influence & Voice</i> - <i>Power & Politics</i> - <i>Core Leadership Skills</i> - <i>Adaptive Leadership Skills</i> <p>Conference format typically consists of presentations and facilitated activities by leadership experts and keynote speakers from different sectors and backgrounds, followed by round table discussions guided by volunteers from HE sector.</p>	<p>As the content is co-created with participants, it is subject to flex each year. The below indicates the topics covered in 2018-19 programme:</p> <ul style="list-style-type: none"> - <i>Leading with Presence and Impact</i> - <i>Leading with Emotional Intelligence</i> - <i>Being Resilient and Influential</i> - <i>Creating a Conducive Environment for Progress</i> <p>Every workshop includes input from guest facilitators and speakers, plus action learning sets in small groups.</p>
Cohort size	Conferences attended by up to 250 people	20 – 30 people
Cost	£1050	£400 approx (exact 2020 cost tbc)