Aurora Programme Briefing

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What is the Aurora Programme?

“Developing future leaders for higher education.

Aurora is our women-only leadership development programme. It is a unique partnership initiative bringing together leadership experts and higher education institutions to take positive action to address the under-representation of women in leadership positions in the sector.

Over the past four years 3477 women from over 139 institutions across the UK and Ireland have participated. We seek to further support women and their institutions to enable leadership potential, and further embed strong networks across the sector to share best practice, insights and experiences.”

www.lfhe.ac.uk
Who is Aurora for?

Aurora is for women up to and including senior lecturer level or the professional services equivalent working in a university, college or related organisation who would like to develop and explore issues relating to leadership roles and responsibilities.

Participants should have the endorsement of their institution (either their Aurora Champion or line manager) and be committed to developing and enhancing their career.
What does it involve?

Participants will be asked to:

- attend the introduction webinar which will introduce the aims and objectives of Aurora as well as the Action Learning Set Groups (this session will be recorded for participants who join Aurora at a later date);
- attend each of the four development days, and the action learning set day organised by participants in their assigned groups;
- undertake self-directed learning throughout the programme, aligned with developing interests and where time allows;
- commit to working with a mentor;
- be prepared to participate in a longitudinal study to measure the work experiences of women in higher education, and the impact of Aurora over time.
What does it involve?

The Midlands (Spring Programme)

1. **Intro Webinar**  
   Friday, 19 March 2021
2. **Identity, Impact and Voice**  
   Friday, 26 March 2021
3. **Politics and Influence**  
   Friday, 7 May 2021
4. **Action Learning Set 1**  
   Friday, 21 May 2021:  
   Delegates agree a host institution

2. **Core Leadership Skills**  
   Friday, 11 June 2021
3. **Adaptive Leadership Skills**  
   Friday, 2 July 2021
4. **Action Learning Set 2**  
   Friday, 16 July 2021

*Please note: Participants from different institutions are allocated to each action learning set on the Politics and Influence day, which usually takes place in the same region.*
QMUL’s Involvement and Support

- Securing and funding places
  - 10 places on Spring cohorts, to be divided between academic and PS staff
- Nominating/identifying staff to attend (up to and including senior lecturer/equivalent)
- Facilitating attendance
- Supporting the programme via role-models and champions
- Institutional projects
How to apply

Submit an application (up to 3 sides A4) outlining:

• Your commitment to personal/professional development
• What you hope to gain from participating
• Potential project topics
• Potential mentor (or how you might find one)
• Confirm that your line manager supports your application and can facilitate your attendance

Subject to demand for places there will also be a short interview to select participants for the programme
‘Your commitment to personal/professional development’
- How did you identify your development needs?
- How did you address them?
- How have you applied your learning?
- What impact has this had for you?

‘What you hope to gain from participating’
- Why specifically the Aurora programme?
- Demonstrate understanding of what it is for and how you would benefit, and how QMUL would benefit
Hints and Tips

‘Potential project topics’
• How will you apply the learning from Aurora?
• Topic needs to be within your control
• An issue you can influence/implement locally

‘Potential mentor’
• Who? Why them? How might they support you?
• If no-one in mind yet, how might you find one? Which networks/contacts might you use?
## Timeline

<table>
<thead>
<tr>
<th>Activity</th>
<th>Date</th>
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<tbody>
<tr>
<td>Applications open</td>
<td>Wednesday, 27 January 2021</td>
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<tr>
<td>Applications close</td>
<td>Friday, 19 February 2021</td>
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<tr>
<td>Informal interviews</td>
<td>During February (TBC), if required</td>
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<tr>
<td>Confirm places to Advance HE</td>
<td>w/c 8 March 2021</td>
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<tr>
<td>Meet and Greet</td>
<td>TBC</td>
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<tr>
<td>Spring programme starts</td>
<td>Wednesday, 19 March 2021</td>
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Note: Applications to be submitted by email to hr-equality@qmul.ac.uk
Interviews will be subject to number of applications, bookings made via doodle poll or similar.