History

Brief summary of Aurora
About Aurora

The Beginning

In 2013 Professor Louise Morley, Centre for Higher Education and Equity Research (CHEER), University of Sussex, in partnership with the Leadership Foundation produced the Stimulus Paper - Women in Higher Education Leadership: Absences and Aspirations.

Based on Professor Morley’s recommendation’s a six month development initiative to address the gender imbalance within senior leadership positions in higher education was born.
The Name

Aurora, the Roman Goddess of the Dawn was chosen to symbolise the movement that the programme is bringing to the Higher Education Sector.

Representing the seismic change the sector is committed to delivering.
Sector Update

Brief summary of Gender in HE
Sector Update

Staff by gender & mode of employment
2018/19

Academic

Professional

Source: Higher Education Staff Statistics: UK, 2018/19 | HESA
Sector Update

Onwards and Upwards? Final report for leaders and policymakers on the Aurora Longitudinal Study
Advance HE, 2021
A Year Online
Impact, Feedback and Learning
Growing Community

8,362 Aurorans
+1,170 in 2020/21
Impact

Confidence

Before

After
Evaluations

Method of Delivery

- Face-to-Face
- Virtual
Learnings

1. Online has increased access to Aurora for those in remote locations and caring responsibilities.

2. Online Enhancements days have been a success.

3. High attendance and engagement at our coffee and connect events, particularly at Watch Parties.

4. Online delivery has rated equal to face-to-face events

5. Guest speakers rate highly and are inspirational

6. Interactive elements and Workbook have worked well eg Slido

7. Institutions that support with supplementary events are highly valued, where delivered
Challenges

1. Action Learning Sets
   • Still highly valued
   • Mix of engagement from delegates

2. Mentoring Experiences
   • Still highly valued
   • More support required for Mentees, Mentors & Institutions

3. High volume of transfer requests
   • Attendance fluctuating during the day
Online Delivery

Tools used for online delivery and engagement

More breakout rooms
Cohorts

1. South of England
2. Scotland
3. Republic of Ireland & Northern Ireland
4. Wales & Southwest England
5. North of England
6. The Midlands
7. UK & Republic of Ireland

Online Delivery
Mix of delegates
Delegates can attend any cohort
Select which dates work best for you
Aim to remain with the same cohort
Be mindful of school holiday’s & teaching timetables
# Aurora 2021 – 22

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<th>Cohort / Development</th>
<th>Introduction &amp; Guest Speaker</th>
<th>Identity, Impact &amp; Voice</th>
<th>Core Leadership</th>
<th>Action Learning Set 1</th>
<th>Politics &amp; Influence</th>
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<tr>
<td>Scotland</td>
<td>03-Nov-21</td>
<td>10-Nov-21</td>
<td>01-Dec-21</td>
<td>12-Jan-22</td>
<td>02-Feb-22</td>
<td>02-Mar-22</td>
<td>23-Mar-22</td>
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Communications to Delegates

- Welcome Pack & Workbooks
  - Issued from September
  - Then automatically as bookings / names are added

- Access to Connect
  - Will be added in batches weekly by our Networks Team

- Joining Instruction for Development Days
  - One week before each development day
Leadership Ignition

**Learn**
Tools, techniques and strategies from a team of leadership experts, guest speakers & online resources

**Develop**
Leadership skills through experiential processes, reflection and conversations

**Network**
Meet delegates through live online development days with interactive breakout sessions and two action learning set meetings

**Connect**
With a UK wide network & niche groups through a members only group

**Grow**
Supported by a mentor who is provided by their institution.
Who is Aurora for?

Aurora is for women, **up to 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.

If you have not done any leadership development training, this programme is for you.
Who are the Aurorans?

Aurorans

- Professional
- Academics

Onwards and Upwards? Final report for leaders and policymakers on the Aurora Longitudinal Study
Advance HE, 2021
Aurora 2021-22

Core Aurora
- Development Days
- Action Learning Sets
- Access to Advance HE Connect – Aurora Members Only Group
- Mentor

Online Enhancements (Optional – Included)
- Coffee & Connect
- Watch Parties
- Specials

Face-to-face (Optional – paid)
- Four events planned across the nations
You
Taking ownership of your development

Me
Awareness, development, reflection and standing in your power

We
Your impact, relationships and network

Us
Influencing the future of Higher Education
Core Aurora

Introduction Webinar & Inspirational Guest Speaker

Core Leadership

Politics & Influence

Action Learning Set 2

Identity, Impact & Voice

Action Learning Briefing & Set 1

Adaptive Leadership

Mentor Sourced & Objectives set
Aurora Facilitators and Programme Delivery

Programme Director
Intro Webinars

Barbara Bassa

Amanda Wilsher

Identity, Impact & Voice

Phyllida Hancock

Core Leadership

Suzanne O'Brien

Politics & Influence

Vijaya Nath

Adaptive Leadership

Jenny Garret
Some of our past guest speakers

Melanie Eusebe
Entrepreneur & Founder of Black British Business Awards

Maggie Alphonsi MBE
England Rugby Player
World Cup Winner 20xx

Cath Bishop
British Olympic Rower
Silver Medalist 2002

Dr Maggie Aderin Pocock
Space Scientist and TV Presenter

Brenda Romero
BAFTA winning Game Designer

Yetunde Hofmann
Executive Coach

Nicky Moffat CBE
Highest Ranking Female Officer in British Army
Online Networking

Private platform to connect with fellow delegates

Aurorans Only Group
Resources
Forums
Support
Delegate Materials and Advance HE Connect

Update for 2021-22

Aurora Delegate Welcome Pack 2021-22

Essential information for taking part and completing Aurora.

The Aurora Support Team
What are Action Learning Sets?

They are a peer-to-peer coaching group which help individuals to network and to resolve problems or challenges they may be facing.

Arranged mid-way and at completion, ALS allow delegates to begin stepping into a leadership position by hosting and facilitating conversation.

ALS 1 is Hosted by Advance HE

Full briefing and guidance given on programme

Attend two sessions

Select pair of dates that suit you
Core Aurora
Mentoring
Mentoring

The role of the mentor is to encourage the development of the delegate by providing information, advice, guidance and support to mentees.

Ideally the mentee will bring topics to the meeting which align with the Aurora programme and the mentor facilitates the learning process through questioning, examples and information. The mentor acts as a guide and sounding board but has no responsibility for the actions and decisions of mentees.
Mentoring

- Aurora Mentoring Pack
  - Agreement
  - Meeting Checklist
  - About Mentoring Crib Sheet
  - Benefits of mentoring
  - Why become a mentor

- Increasing visibility on Introduction
  - Asking delegates to confirm if allocated mentors or not
  - Follow up with institutions where required
Online Enhancements
Fortnightly Optional Informal Networking
Online Enhancements

Coffee & Connect
- Informal Breakout Rooms
- 1 hour
- Fortnightly

Watch Party
- Watch a TEDTalk
- Breakout Rooms
- Sharing insights back in Main Room
- 1 hour
- Fortnightly

Specials
- Guest Speaker
- Winter Season
- International Woman's Day
- Summer Season
All Online Delivery Model

Introduction Webinar & Inspirational Guest Speaker

Core Leadership

Politics & Influence

Action Learning Briefing & Set 1

Adaptive Leadership Skills

Action Learning Set 2

Identity, Impact & Voice

Mentor Sourced & Objectives Set

Coffee and Connect

Watch Parties
Aurora Face-to-Face

Events from April 2022
Locations

1. London
2. Edinburgh
3. Athlone
4. Birmingham

From April 2022

Details to finalised
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
Hints and Tips

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?