

Women in Leadership

**APRU Workshop
9-11 March 2015**

People and Organisational Development

What is it?

Two streams

1. Women in Leadership Programme (WIL)
mid-career women – aspirant leaders
2. Senior Women's Leadership Network (SWLN)
for women already in senior leadership positions

Both professional and academic women

WIL Objectives

- increasing the numbers of women in senior positions
- enhancing opportunities for women to be recruited and retained in under-represented areas
- fostering formal and informal learning, mentoring and career development for women

WIL Goals

- To provide leadership development to academic and professional staff women within the University
- To encourage women to seek leadership roles, apply for promotion and develop career strategies.

WIL Statistics

2000-2015 = 416 women participants

160 mentors

WIL Organisation

- Programme based in POD/HR
- Supported by a Working Group made up of academic and professional WIL alumnae plus Director of Staff Equity
- Centrally funded with budget sitting in POD (People and Organisational Development/HR)
- Individual contribution not required

WIL Content

- Overnight Retreat = What is Leadership?; Goal Setting, After dinner speaker
- Workshop Programme – designed around composite goals of group
- Mentoring – paired with senior person (female or male) to help participants achieve their career goals
- Reading Group

Evaluation

- Each workshop evaluated
- Meta evaluation of entire programme at end of year
- 10 year impact evaluation
- Ann Moore's Masters thesis – Looking for Flow in the storylines of leadership and career in women's leadership development

Quotes:

- 'The ability to recognise my strengths, address my weakness and gain confidence in leadership abilities'
- 'The programme encouraged me to venture out of my comfort zone and think what I could achieve rather than what I couldn't'
- 'WIL had a significant effect on my performance and enjoyment of my role at university'
- 'I had worked at UoA for 10 years but it was only after the programme that I felt I was part of the community. I now see how we fit in the puzzle and am more strategic in my thinking because of it'

Senior Women's Leadership Network

- 3 Forum with Senior Leadership Team members
- Promotion to Professor workshop
- Workshops – e.g. The Role of Sponsorship;
Beyond Busy; Thriving, not just Surviving;
What's the story about gender equality? A
strategic conversation for Senior Women
- Guest Speaker

NZ Women in Leadership Programme

- UoA nominates 2 academic and 2 professional staff women to attend national programme funded by Universities New Zealand.
- Maori and Pacific Scholarship nomination

- 'WIL