

## ACU ACADEMIC LEADERSHIP DEVELOPMENT PROGRAM

Presented by Prof Larry Marlow

The ACU *Academic Leadership Development Program (ALDP)* engages participants with a range of topics and learning experiences to develop their understanding of the critical role of leadership in a contemporary University and be challenged in their own personal leadership development.

The ALDP engages participants with university governance structures so that they can locate, understand, apply and refine policies and processes that govern good practice in higher education.

For the purpose of this program, “academic leadership” variously encompasses leadership of a discipline, teaching program, group of teachers/researchers or various governance roles requiring influence skills to achieve goals.).The step into academic leadership has been recognised to be particularly challenging for those with a strong technical or discipline background and identification, requiring not only the acquisition of new knowledge, perspectives and skills but also a redefinition of personal identity and work satisfactions to include management and leadership of others.

The ADLP will assist participants contribute to ACU achieving its strategic goals and aspirations through the development of leadership skills and purpose, helping them assert an appropriate authority, understand priority activities, and confidently manage a range of people-related issues such as recruiting high performers, providing critical feedback, having difficult conversations, delegating skilfully, coaching and mentoring others, and motivating and inspiring both academic and professional staff.

The program content is aligned to the *Advance Higher Education* Principal and Senior Fellowship criteria in focusing on the development of strategic leadership skills to enhance teaching quality, skills in encouraging & supporting others, demonstrating influence & impact, gaining national and international recognition, engaging in continued professional practice and contribution to institutional progress.

The program is structured as two Modules of 2 days each separated by 4-6 weeks. Each Module is preceded by pre-readings and structured exercises (such as the completion of diagnostic questionnaires). The ALDP provides opportunity for participants to reflect on the effectiveness of their current work, for example, teaching and supporting learning, but also challenges participants to develop new practices and skills enabling them to lead others and lead practice at ACU and beyond.

The ALDP is strongly action orientated and participants will leave each module with an action plan to implement back in their workplace. The program also considers issues of work-life balance and strategies for dealing with multiple demands and developing work-based efficiencies. The program encourages interdisciplinary collaboration and the development of a connected cohort able to support one another and lead the University into the future.

The program will be facilitated by Adjunct Professor Larry Marlow who has delivered the program across numerous Australian Universities with consistently strong positive feedback from participants.

The 2023 program participants will be identified through a process of consultation with existing Faculty and university leaders. Module 1 of the program will be held in **Sydney** on 15/16 May 2023 and Module 2 in **Melbourne** on 22/23 June 2023.

