

Accelerate your success with AWiL



THE UNIVERSITY OF
NEWCASTLE
AUSTRALIA

Academic Women in Leadership Program (AWiL)

AWiL is an innovative development program for academic women at levels C, D & E who wish to develop and extend their leadership potential in their research, academic or professional roles.

About the program

The Academic Women in Leadership program has been successfully run since 2007 with 6 cohorts. It aims to develop senior academic women leadership skills and knowledge to increase their opportunity to participate in positions of leadership and in the university's decision making processes.

Program facilitation

The program is facilitated by Ms Rosamund Christie, adjunct faculty member at the Australian Graduate School of Management and the University of New South Wales. Rosamund is an experienced executive coach who specialises in leadership programs with a particular interest in women's leadership.

Program features

- A series of core workshops and sessions including a range of insightful and stimulating speakers
- A focus on developing personal goals and plans to ensure the transfer of learning to meaningful action
- Opportunities to develop and use critical reflective practice to embed learned behaviours and practices
- An optional opportunity to undertake mentoring and shadowing with senior managers at UON
- Opportunities for one-on-one personal career planning sessions
- Contributes towards development of leadership potential in regards to academic promotion applications

Program structure

The program will run from March-October 2015 and involves 4 x 2 day face-to-face workshops together with some optional activities, and includes the following content areas:

Personal Leadership Style

Leadership theory and practice; reflective leadership; personal style and preferences; emotional intelligence; personal resilience and well-being.

Leadership in the Higher Education Sector

Leadership in the Higher Education Sector; leadership at the University; leadership and organisational culture; governance, processes and decision-making; pathways to University leadership.

Leadership Skills

Strategic thinking and vision; negotiation skills; conflict resolution skills; decision making models; external relations; developing network.

Thought Leadership

Inclusive leadership; power; authority and influence; leadership and ethics.

Leadership Career

Career values; leadership career plan.

A PLACE TO
MAKE YOUR MARK



AWiL 2015 Program Dates

Module	Content	Date	Venue
Pre-program	Self-assessment and Expectations		Online
Module 1	Authentic Leadership Building Personal Style and Resilience	12 & 13 March 2015	Crowne Plaza, Newcastle
Module 2	Strategic Skills Influencing decisions and developing others	28 & 29 May 2015	Crowne Plaza, Newcastle
Module 3	Adaptive Leadership Building an agile culture	6 & 7 August 2015	Crowne Plaza, Newcastle
Module 4	Academic Leadership Leading people and managing university business	1 & 2 October 2015	Crowne Plaza, Newcastle
Through-out and post-program	Executive Coaching 2 x one-to-one coaching sessions between Modules 2 & 3, and 3 & 4 Peer Coaching After Module 1 throughout the program	March – October 2015	

Eligibility

Academic women at the level of Senior Lecturer, Associate Professor or Professor who wish to develop and extend their leadership potential are eligible to apply. Priority will be given to University staff members, but consideration will also be given to women who hold UON conjoint appointments. The participant group will be representative of the diversity of the faculties, disciplines and individuals in the University.

Applicants must:

- be committed to actively participating in all aspects of the core program, which includes attending all the core workshops
- be in a continuing position, or have a contract that extends for at least 12 months beyond the program end date
- be willing to contribute to future leadership development opportunities
- have an interest or experience in holding leadership positions
- include AWiL as part of their PRD and development plan
- have the approval and support of their Head of School and Pro Vice-Chancellor

How to apply

Please submit your application on the attached form together with a supporting statement from your Head of School and Pro Vice-Chancellor and a brief current CV by **Monday 23rd February 2015** via email to Sarah-Jane.Tasker@newcastle.edu.au .

The application form should be read in conjunction with the AWiL Guidelines which are available on the [Workforce Development webpage](#).

More information

A program outline is available on the [Workforce Development webpage](#).

For more information, please contact Tina Crawford from Human Resource Services (contact details below).

CONTACT

T +61 2 4921 6546

E Tina.Crawford@newcastle.edu.au

AWiL 2015 – Application form

Title:			
First Name:		Surname:	
School/Centre:			
Faculty:			
Ext:		Email:	
Position title and level:	<i>Applicants should be at the level of Senior Lecturer, Associate Professor or Professor.</i>		
Date commenced employment at the University of Newcastle:	<i>Applicants must have been employed by the University for more than two years.</i>		
If employed on a contract, length and finishing date:	<i>Contracts should extend at least 12 months after the end of the Program or applicants have a reasonable expectation that the contract will be renewed. See guidelines in Section 3.</i>		
Full time or Fractional (please indicate FTE):			
Please attach current CV outlining your qualifications, expertise and employment history (or summary of employment history, including dates of academic appointments and promotions.			
Please select (x) the relevant box below if you identify with one or more of the following groups:			
Person from non-English speaking background			
Indigenous Australian			
Person with disability			
Person with carer responsibilities			

AWiL 2015 – Application form

Outline your reasons for wishing to participate in the Academic Women in Leadership Program. Use additional pages if required:

Outline two or three key challenges you would like to focus on during the program:

Any comments?

If I am selected, I undertake to attend all core program activities, including all workshops and the group learning activities. In 2015 workshop dates are 12 & 13 March, 28 & 29 May, 6 & 7 August and 1 & 2 October.

Applicant signature:

Date:

AWiL 2015 – Application form

Head of School Approval <i>Heads of School are asked to discuss with applicants the nature of the School support that will be required to ensure the applicant's full participation in the program.</i>			
I confirm that support will be provided to enable the applicant to participate in the Academic women in Leadership Program 2015.			
Name of Head of School:			
Head of School signature:		Date:	
Head of School Statement of Support:			
Pro-Vice Chancellor Approval			
I have read and support this application for participation in the Academic Women in Leadership Program.			
Name of Pro Vice--Chancellor:			
Pro Vice-Chancellor signature:		Date:	

The completed Application for the Academic Women in Leadership Program 2015 should be completed and submitted to Sarah-Jane.Tasker@Newcastle.edu.au

Applications due: Monday, 23 February 2015