

EMERGING LEADERS AND MANAGERS PROGRAM (eLAMP)



PROGRAM OVERVIEW

The Emerging Leaders and Managers Program (eLAMP) is designed for new and aspiring tertiary education managers to develop their skills, knowledge and capacities to lead and manage effectively in the rapidly changing tertiary education environment.

— Learning outcomes

- An understanding of the breadth and depth of the tertiary education landscape in the Australian, New Zealand and global contexts.
- An understanding of the complex internal and external drivers influencing the sector and how to respond appropriately to them.
- An insight into the different roles and styles leaders and managers need to adopt to be successful in their roles.
- A grasp of the nuances of policy and how it aligns with strategic intention and how it influences the development of organisational culture.
- Greater understanding of institutional challenges.

— Program features

- A set of core readings and related rich media resources for online study.
- Supplementary resources for those motivated to explore the content more widely.
- Opportunities to develop a critical reflective practice.
- Opportunities for interaction with others experiencing the same issues.

— Benefits

- Participants will be able to confidently transition into leadership and management roles and effectively influence and implement policies and processes.
- Institutions will gain staff who will be better equipped to cope with the challenges faced by their institutions;
- Opportunities to develop a critical reflective practice

— Suitable for

- Higher Education professional services staff (equivalent to Australian professional HEW levels 6, 7, 8) and those who are new to management;
- Higher Education academic staff (equivalent to Australian ACA B and C) and academics that are new to management;
- VET/polytechnic teaching and professional staff in roles such as Education Managers, Principal Lecturers, Team Leaders, Co-ordinators, Corporate Managers and those who are new to management; and
- Teaching and professional staff in foundation studies and/or private training institutions with roles such as Education Managers, Principal Lecturers, Team Leaders, Co-ordinators, Corporate Managers and those who are new to management.



"I enrolled in eLAMP after having had the opportunity to lead an academic discipline for two years. This experience led me to ask significant questions about the current and emerging nature of leadership in the higher education industry. Through completion of the eLAMP modules I have come to better understand that leadership involves everyone; not just those in management positions. Moreover, leadership is a journey that begins with an understanding of self and an appreciation for the different perspectives of those around us. Completion of eLAMP won't automatically make us better leaders, but it will provide us with valuable resources to initiate and guide our development."

Damien Harkin

Associate Professor, School of Biomedical Sciences, Queensland University of Technology

PROGRAM STRUCTURE

This flexible program is made up four online study modules that can be taken in different ways.

Firstly as a self-paced, individual professional development option, by taking one or more of the modules. If you wish to enhance your learning, take the 'for credit' option by completing all four modules and all their assessment requirements; the learning consolidation workshops; and, the final work-based project. This 'for credit' option guarantees entry in to any LH Martin Institute Graduate Certificate course with advanced standing for half GC (MGMT90113 Tertiary Education Policy and Management, 25 cp).

— Online modules

Module 1: Managing and Developing Yourself

This module focuses on knowing the self well before considering managing others. It has three main sections: leading the self; developing a critical reflective practice; and developing intra-personal intelligence.

Module 2: Managing and Developing Others

This module focusses on inter-personal intelligence and the specifics of transitioning into a management role; managing workplace relationships and developing others.

Module 3: Managing and Developing the Business

This module firmly situates business development within the tertiary education management environment and includes sections on thinking and working strategically and sustaining tertiary education institutions.

Module 4: Understanding the Tertiary Education Landscape

This is the most theoretical module of the program. It has two main components: the history and evolution of Australian tertiary education and policy processes and outcomes. It explores the increasing importance of management and the marketplace, policy settings, institutional governance, funding, internationalisation, institutional and sector diversity, and globalisation.

— Delivery modes

eLAMP is a self-paced online course with three delivery options available. Individual study for those looking for self-directed professional development, the bridging pathway for individuals looking for accredited professional development. We also offer professional associations, regions and institutions the opportunity to sponsored customised sponsored programs in 'for credit' mode.

Individual professional development option

This delivery mode is available free to members of nominated tertiary education professional associations. Please ensure your membership is current at time of registration. Study is self-paced with suggested study commitment of approximately 30 hours over 8 – 10 weeks per module.

Registration for the online modules are processed in the second week of each month. Participants then have 12 months access to the materials.

Bridging program

The bridging program consolidates what individuals have learned from the online modules with additional assessments, workshops and a supervised capstone project. Upon completion, the bridging program provides a guaranteed pathway into a Graduate Certificate course offered by the LH Martin Institute with advanced standing for 25 of the 50CP for the course.

A\$2,600 (inc GST) for the bridging program, i.e. workshop and work-based project supervision and marking of all assessment tasks.

Sponsored cohort option

A sponsored cohort is either sponsored by an institution or a group of regional colleagues placed together to undertake eLAMP as part of a broader organisational development program.

Participants in Sponsored cohorts stay together to complete an agreed schedule of all four online modules and their learning consolidation workshops and the option to complete a supervised work-based project.

Benefits of the sponsored cohort

- Each cohort has a designated moderator who encourages discussion and peer-to-peer learning amongst the cohort.
- Options to organise your own additional face-to-face meetings and to keep participants engaged and on message with your organisational development objectives.
- Workshops run in-house at your institution (or in your region) reducing travel costs.

A\$28,000 (inc. GST) for the delivery of in-house workshops after each online module, workshop materials, formal assessment and certificate of completion.

A\$520 (inc. GST) per participant for the supervision and marking of work-based projects.

Additional fees or costs apply for venue, catering, AV equipment and onsite support (to be arranged by the hosting institution or region) as well as for accommodation, travel and incidentals for the designated moderator and tailoring to the host institution's needs.

— Program contacts

For the latest information regarding this program and to register, please visit the LH Martin Institute website:

▶ bit.ly/eLAMP

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▶ lhmartininstitute.edu.au

ABOUT THE LH MARTIN INSTITUTE

The LH Martin Institute for Tertiary Education Leadership and Management was established in 2007 with the vision to create a nationally and internationally recognised hub of teaching and research on tertiary education leadership and management. Our mission is to develop more effective governance as well as leadership and management

capacity in tertiary sector institutions so that they may fulfill their missions more successfully. We do this by providing an integrated set of research, programs, events and projects tailored to the needs of the sector's academic and professional leaders. The LH Martin Institute is based at the Melbourne Centre for the Study of Higher Education.

— Find out more

 lhmartinstitute.edu.au

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 Join the LH Martin Institute for Tertiary Education Leadership and Management discussion group

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ABOUT THE MELBOURNE CENTRE FOR THE STUDY OF HIGHER EDUCATION

The Melbourne Centre for the Study of Higher Education, or Melbourne CSHE, conducts research and development in the fields of higher education teaching and learning, research, engagement and leadership and management.

We aim to deliver quality and innovation in each of these fields through our signature research themes, distinctive projects, practical professional development programs and special events. The Centre is part of The University of Melbourne.

— Find out more

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