

Executive Education Program 2010 Overview



Addressing the management and leadership development needs of academics, researchers, managers and executives in tertiary education throughout Australia and New Zealand.

About the LH Martin Institute

Tertiary education is a complex and rapidly changing environment in which to lead and manage. A strong understanding of its unique structure and complex policy context, national and international is crucial to the success of your institution.

The LH Martin Institute for Higher Education Leadership and Management has been established to enhance tertiary education in Australia and New Zealand by providing a suite of programs and activities focused on institutional management and leadership within the sector. We are committed to developing the knowledge and skills of both current and aspiring leaders to ensure they meet their personal and institutional goals.

The Institute is interdisciplinary and has as its key objectives:

- to train the next generation of tertiary education leaders in the strategic management of their institutions;

- to provide a forum in which public policy makers, public and private sector institutions, and national and international experts can explore, assess and anticipate the changing national and international environment in which higher education and VET operates; and
- to support its educational programs with scholarship and research.

Our activities include postgraduate award programs, executive education programs, conferences, public seminars, research and consulting projects.

As a national Institute, established with the support of the Commonwealth Government and based at the University of Melbourne, our programs are conducted across Australia, New Zealand and internationally.

Executive Education Program 2010

The LH Martin Institute's Executive Education Program provides relevant and practical professional development for leaders and managers working in higher education, VET and private institutions.

This suite of programs has been specifically designed by the LH Martin Institute to meet the leadership and management development needs of the next generation of leaders in tertiary education.

Collaboration

In developing our programs the LH Martin Institute has collaborated with a range of local and international organisations to understand and address the professional development requirements specific to the sector. To find out more about our collaborative partners please visit the Institute website: www.lhmartininstitute.edu.au

A developing program

The Institute, in response to the needs of the sector, is continually developing and conducting new programs, research and other collaborative projects. To be kept informed we encourage you to subscribe online to receive the latest information via the Institute's monthly digital newsletter.

Detailed information regarding the full range of LH Martin Institute programs is available on our website.



Leadership Programs

The LH Martin Institute has developed these intensive, residential programs specifically for senior leaders and managers within the tertiary sector at varying stages of leadership experience and development. Current programs include: *Senior Strategic Leadership*, *Tertiary Education Leadership*, *Women in Research Leadership*, *Research Leadership*, *Executive Leadership and Management in International Education*, and *Moving into Management*. These programs focus on the diverse challenges of leadership within the tertiary education environment and provide valuable opportunities to learn from leading practitioners, researchers and peers.

Senior Strategic Leadership

The Senior Strategic Leadership program is an intensive residential program that focuses on the challenge of establishing strategic direction and implementing strategic plans in the current dynamic tertiary education environment. Particular emphasis is placed on the opportunities and challenges posed by the post-Bradley reform agenda.

The program will draw on some of the most senior and dynamic leaders in the tertiary sector. In past programs participants have had the opportunity to actively engage with presenters including Emeritus Professor John Hay, VC University of Queensland 1996–2008 and Professor Michael Gibbons, SPRU, Sussex University (as Mentors-in-residence); Professor Denise Bradley, author of the Review of Australian Higher Education; Professor Glyn Davis, VC University of Melbourne; Emeritus Professor Bill Massy, President, The Jackson Hole Higher Education Group and former Vice-President, Stanford University; and Professor Sue Richardson, National Institute of Labour Studies, Flinders University.

This program is ideal for experienced line managers who may be considering moving to a portfolio or university wide administrative role. All participants will have had experience in setting strategic direction, managing staff, including responsibility for performance management, and substantial budget responsibility.

Who should attend?

This program has been designed for academic and administrative leaders in roles such as Director, Dean, Executive Dean, Pro-Vice Chancellor, Registrar/Chief Operating Officer and other senior administrators.

Delivery mode 5 days, residential

Location & dates 15–19 November, Canberra

Course fee \$8,700 (\$9,570 inc GST)

This fee includes: course materials, accommodation and all meals for the duration of the program.

Tertiary Education Leadership

Formally the Heads of Department program, this intensive, residential leadership and management development program has been designed for new and established academic and administrative department heads in Australian and New Zealand tertiary education.

The program examines the leadership challenges and opportunities faced by those in these key roles and their role in the implementation of institutional strategy. The program draws on the rich evidence base provided by the Carrick funded Learning Leaders in Times of Change Project (2006) which identified key competencies, capabilities and pressure points faced by those in Head of Department and Head of School roles.

Each of the three modules will focus on a different area: Leading Change, Leader as Model and Leading in Complexity. Participants will be working alongside Heads of a wide range of academic departments and corporate administrative areas. All participants will have experience in the challenges of leadership and change management in the tertiary sector.

Between modules, an on-line network will be used to support participants and to build an enduring learning community.

Who should attend?

The program is designed for line managers in Australian and New Zealand tertiary education who have responsibility for leading and implementing corporate strategy at the departmental/school level (both academic and administrative).

Delivery mode 3 residential modules consisting of 3 days, 2 days and 2 days respectively

Location & dates **Module 1:** 17–19 May, Melbourne
Module 2: 21–22 June, Sydney
Module 3: 19–20 August, Brisbane

Course fee \$7,900 (\$8,690 inc GST)

This fee includes: course materials, accommodation and all meals for the duration of the program.

Leadership Programs continued

Women in Research Leadership

The Women in Research Leadership program focuses on the career challenges and opportunities for women within the research sector. The program has been designed in collaboration with the University of Queensland Downtown Business School and generates the opportunity for women researchers and managers from the tertiary sector and from research institutions to share their experience. This program draws on the recently developed international research on the factors that underpin success for women researchers, as well as the strategies necessary to 'thrive and excel' rather than merely 'survive'. It is designed to increase understanding of organisational cultures and to explore strategies for success and strategies to negotiate institutional barriers and obstructions.

Program features include:

- High profile speakers and commentators from government, tertiary education, and the public sector
- Special presentations from 'high achievers' and women who have overcome significant hurdles to reach their goals
- Case studies developed by women in leadership roles
- Development groups to encourage peer mentoring and professional networks

Who should attend?

This course is designed for women from Australian and New Zealand universities and research institutions who have a particular interest in developing their understanding of the research environment. The course will be of particular interest to those who wish to develop careers as research managers or research team leaders.

Delivery mode 5 days, offered in both residential and non-residential formats

Location & dates 7-11 June

Course fee Residential \$4954 (\$5450 inc GST)
Non-residential \$4045 (\$4,450 inc GST)

Research Leadership

This senior level program, tailored to the needs of the research community, will enhance leadership skills and assist in understanding the complex research environment within Australia. Participants will examine their leadership style, how to build effective teams and collaborations, and encourage innovation.

Program will focus on:

- Developing leadership based on authenticity, integrity and mutual respect
- Self awareness and personal feedback
- Interpersonal communication skills for research leadership including influencing skills, conflict resolution and managing difficult behaviour
- Strategic thinking and the Australian research environment
- Forming and building effective teams and workgroups including the opportunity to assess the effectiveness of current home teams or groups
- Establishing the conditions for creativity and innovation
- Building collaborations across disciplinary and institutional boundaries

The program will be highly experiential and will encourage personal reflection, feedback and exploration of personal leadership challenges.

Who should attend?

This program is designed for current and aspiring research leaders within universities, research institutes, and other research and development organisations.

Delivery mode 2 residential modules consisting of 4 ½ and 3 ½ days respectively

Location & dates **Module 1:** 15-19 February, Geelong
Module 2: 27-30 April, Geelong

Course fee \$8,700 (\$9,570 inc GST)

This fee includes: course materials, accommodation and all meals for the duration of the program.

Executive Leadership & Management in International Education

This seminar program has been developed jointly by the International Education Association of Australia (IEAA) and the LH Martin Institute to assist the next generation of international education leaders to achieve the visionary, entrepreneurial, strategic and executive level management skills required to ensure our institutions' and Australia's continuing success in international education.

During this four day seminar, (comprising of two intensive, two day modules), participants will engage with leading practitioners and peers through a range of short presentations, case studies, facilitated interactive discussions, and interactive group work. Participants are expected to engage in preparatory work as well as intermediate work between the two modules.

Who should attend?

The program is designed for participants at the senior and middle levels of management in higher education and VET institutions with, or likely to undertake, a leadership role in international education within their organisation. It will be suitable for staff at the Director and Associate Director International levels as well as academic/teaching staff responsible for the planning, management and delivery of school/faculty-based international education programs.

Delivery mode A 4 day seminar, over 2 intensive 2-day modules, non-residential

Location & dates **Module 1:** 10–11 May, Melbourne
Module 2: 26–27 August, Adelaide

Course fee \$2,700 (\$2,970 inc GST)

This fee includes: course materials, morning tea, lunch and afternoon tea each day, and two dinners.

Moving into Management

The "Leadership Program for HEW Levels 5–7", this five day residential program is designed for new and aspiring managers who are keen to develop their understanding of the tertiary education system in this changing political, economic and social environment. This program, conducted until 2008 by Universities Australia, provides an opportunity for new managers to take the time to reflect on different leadership styles and their effects, team dynamics, broader leadership challenges and the policy environment in which they work. It will give participants the tools and understanding they need to succeed in their new roles.

Throughout the program guest speakers with extensive experience at various levels of tertiary education will give participants insights into the challenges and opportunities associated with their current roles and career paths via facilitated discussion sessions.

This program has been developed to reflect the diversity of the overall tertiary community including different learning styles, interests and experience. The course will allow you to explore topics in depth through formal/theoretical input, exploration and discussion, practical activities, and personal review and planning.

Who should attend?

The course is appropriate for staff at HEW Levels 5–7 and equivalent teaching and academic positions, such as tutors, research assistants and associate lecturers.

Delivery mode 5 days, residential

Location & dates 11–15 October
Location to be confirmed shortly
– please see our website

Course fee \$4,090 (\$4,499 inc GST)

This fee includes: course materials, accommodation and all meals for the duration of the program.

Specialist Short Courses

Our specialist short courses designed for middle and senior level academics, teachers, managers and professionals, are tailored to the tertiary sector, and focus on skills based training and current topical issues.

These short, concentrated courses are designed to increase an individual's understanding of specific areas and competencies, develop expertise in their current role as well as to prepare them for the next stage in their career.

Recent programs have included: *Budgeting & Financial Management for the Tertiary Sector*, *Leading in Complexity – Change* and *The Changing VET System – Implications for Victorian TAFE*.

Leading in Complexity – Change

This interactive three day course will increase the expertise and confidence of middle level staff who lead change processes in tertiary environments. The course combines frameworks and tools with their practical applications to real life situations.

There will be discussion of the considerable lessons learned from the many years of amalgamations, downsizing, reengineering, de/centralising and reconfiguring that have taken place in the tertiary sector. Through analysing real examples, it will be possible to identify how particular leadership strategies succeed in assisting people to engage in challenging change processes. Approaches to the complex processes of communication, effective and time efficient consulting and real engagement of staff will be discussed and demonstrated.

Who should attend?

This course is designed for middle to senior level academic and professional staff that are responsible for leading and sustaining change.

Delivery mode 3 days, residential

Location & dates 3–5 May, Location TBC
– please see our website

Course fee \$2,950 (\$3,245 inc GST)

This fee includes: course materials, accommodation and all meals for the duration of the program.

Budgeting & Financial Management for the Tertiary Sector

Leading and managing within a tertiary education context brings particular challenges and requires a unique understanding of how organisations operate, as well as the financial systems which support their activities. This program provides an opportunity for those responsible for managing financial resources to enhance their understanding of the systems, tools and processes required to optimise their use in management and strategic planning.

Tailored to the tertiary education environment and utilising a series of tailored case studies focused on the sector. Participants will gain a practical understanding of budgeting & financial management within the context of their own role and how this relates to the institution as a whole.

Who should attend?

This program has been designed to assist senior staff with budget and/or resource management responsibilities, including those who wish to be able to communicate more effectively with financial specialists.

Delivery mode 2 days, non-residential

Location & dates **First Delivery:** 28–29 April, Melbourne
Second Delivery: 24–25 June, Sydney

Course fee \$1,800 (\$1,980 inc GST)

This fee includes: course materials, accommodation and all meals for the duration of the program.

The LH Martin Institute will be progressively expanding its range of short courses throughout the year, and details regarding dates, fees and new courses can be found on our website as they become available: www.lhmartininstitute.edu.au

Executive Seminar Series

The Executive Seminar Series brings together top international and local experts with tertiary education executives from institutions throughout the region in intensive one and two day seminars.

Designed to address current, topical issues of importance to the tertiary sector, these small group seminar settings allow for an interactive exchange of ideas, sharp debate, and critical examination of new approaches to management and leadership.

Previous programs have addressed:

- Institutional Resourcing
- Strategic Institutional Positioning
- Creating a Performance Development Culture
- Academic Productivity at the School and Faculty Level

Further programs will be developed and promoted during 2010.



Further Information

Detailed information regarding the full range of LH Martin Institute programs is available on the Institute website: www.lhmartininstitute.edu.au.

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Contact Details

T +61 3 8344 3157

F +61 3 9347 8922

E martin-institute@unimelb.edu.au

www.lhmartininstitute.edu.au

The LH Martin Institute's Executive Education Program provides relevant and practical professional development for leaders and managers working in higher education, VET and private institutions.

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