

LH Martin Institute

For Higher Education Leadership and Management

Executive Education Program 2010

Research Leadership



This high level program has been specifically designed to meet the needs of the research community for leadership in demanding and complex research environments.

Research Leadership

Overview

This high level program has been specifically designed to meet the needs of the research community for leadership in demanding and complex research environments. Participants will explore and practice leadership at three complex and inter-related levels:

- self awareness and personal competence as a basis for authentic leadership;
- leading research teams and collaborations; and
- leading research organisations in times of complexity and change.

Who should attend?

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

Delivery mode

Two residential modules over 4 ½ and 3 ½ days respectively, over an 11 week period.

Between modules participants will work on a small, action learning project (individual or team) and establish an online learning community.

Location & dates

Deakin Management Centre, Geelong, VIC.

Module 1: 15–19 February, 2010

Module 2: 26–30 April, 2010

Program fee

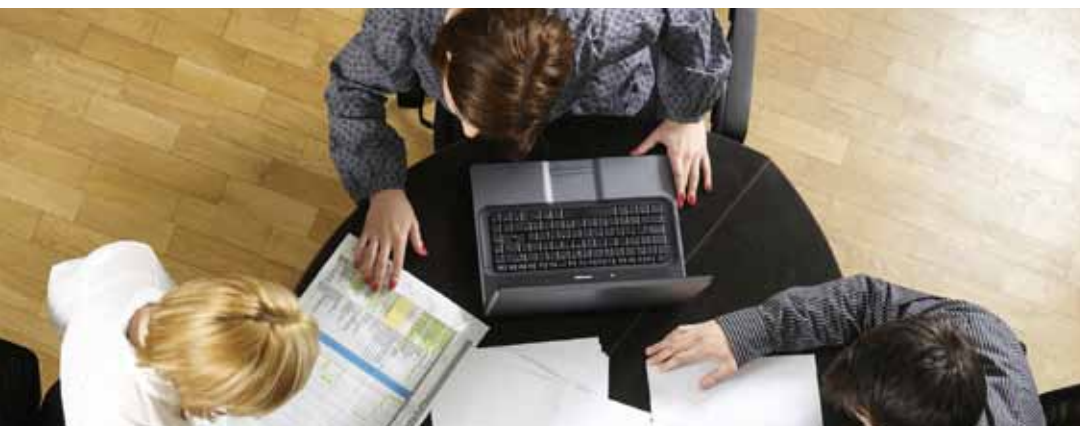
\$8,700 (\$9,570 incl GST)

Fee includes all program costs including materials, meals, refreshments and accommodation.

Program content

- Developing leadership based on authenticity, integrity and mutual respect.
- Enhancing self awareness and awareness of impact on others.
- Building interpersonal communication skills including influencing and conflict resolution.
- 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 effective collaborations across disciplinary and institutional boundaries.
- Strategic thinking and the Australian research environment.

Module 1 will focus on your personal leadership journey so far and your aspirations for the next stages of your career. It will enable increased self awareness through experiential learning activities and feedback from other participants. The program will focus on the challenges of leading in complex, changing research environments. The role of emotional intelligence in leadership will be explored and practical skills to enhance emotional intelligence such as interpersonal communication, influencing, gaining alignment and commitment, conflict resolution and managing difficult behaviour will be developed. We will explore ways of building work environments that encourage creativity and innovation.



“ I have learned a huge amount about my leadership ability and style, my personality preferences and leadership in research environments. I was pleased to have my leadership capabilities affirmed, but more importantly for me, I got specific feedback on why and how what I do works for specific people. ”

Marina Lommerse, Curtin University of Technology (2009 Participant)

Module 2 will concentrate on collaboration, teamwork and leading effectively in complex, changing research environments. Particular emphasis will be given to the challenges of building teams and collaborations across discipline and organisational boundaries. Participants will have the opportunity to gain feedback on the effectiveness of their current work teams and to develop practical approaches for enhancing R&D team performance. Participants will be encouraged to think strategically about the local, national and global context for R&D and the role of research in influencing community, industrial or public policy development. Finally, the module will draw together the core concepts of research leadership and encourage participants to plan for their continuing leadership journeys and to consolidate learning support networks.

Between modules, an online network will be established to support participants and to build an enduring learning community.

Individual coaching sessions with the course facilitators will also be available.

Learning outcomes

On successful completion of this program participants will have enhanced capacity for:

- Intrapersonal and interpersonal awareness, together with greater understanding of the dynamics of groups and teams.
- Leading individuals and teams through ongoing change.
- Building strategic awareness by enabling a better understanding of the larger strategic environment in which Universities and research organisations operate and the opportunities and challenges offered.
- Understanding the conditions for innovation and creativity at the individual, team and organisational levels.
- Managing conflict at the individual and group levels and managing difference as a source of creative rather than destructive tension.
- Developing strong, cross organisational links within cohorts.

Course leaders

Bob Marshall BSc, M Pub Pol (ANU)

Bob Marshall is a Director of Knowledge Teams International Pty Ltd. The company works with organisations in the academic, research, consulting, education, finance and public sectors in Australia and overseas. He developed the Knowledge Team Effectiveness Profiling System which is used by knowledge-based organisations throughout the world to increase the effectiveness and creativity of knowledge teams.

He was previously Group Manager, Leadership and Team Development with CSIRO, Australia's largest R&D organisation.

Between 1988 and 2001, he led a team that had responsibility for the design, delivery and evaluation of professional and personal development programs for R&D staff throughout Australia.

Between 1996 and 2002, he was also an Associate Professor at Melbourne Business School.

Jane Lowther BA (Hons) (Melb), MBA (AGSM)

Jane is also a Director of Knowledge Teams International Pty Ltd. Jane's personal interest is working with professional and technical staff to enable them to be more effective as leaders and managers through experiential learning opportunities, coaching and skills development for personal and professional growth. She was Manager, Executive Development with CSIRO until February, 2002, where she was responsible for the design of individual career and leadership development programs for the organisation's future leaders. Jane has also consulted to Booz and Co. for over 10 years, providing a range of services including team and leadership development and advice on structuring logical and persuasive presentations.

She has been a facilitator and resident coach for senior management development programs at the Australian Graduate School of Management and IMD, Lausanne.

Registration

To register for this program please return the enclosed registration form or visit our website at www.lhmartininstitute.edu.au. As places are limited early registration is encouraged.



“ I found it energising, challenging and interesting. One of the most useful aspects of the course is the interaction it offers with others in the program in a variety of contexts. ”

Phillipa Wells, University of Ballarat (2009 Participant)

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 environment 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 this sector. We are committed to developing the knowledge and skills of both current and aspiring leaders to ensure they meet their personal and organisational goals.

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

Further Information

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

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.

LH Martin Institute

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 institution staff.

Our suite of executive education programs has been specifically designed to meet the leadership and management development needs of the next generation of leaders in higher education and VET institutions. In developing these 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 tertiary sector.

The range of executive education programs currently offered by the LH Martin Institute includes:

- The Leadership Programs
- The Executive Seminar Series
- Specialist Short Courses

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