Development programmes, conferences and events 2020-21

Development designed to support institutional and individual success
I am delighted to share this brochure which sets out our range of solution-focused development opportunities through our comprehensive portfolio of programmes, conferences and events for 2020-21.

Whether you are in a leadership role and grappling with a multitude of disparate challenges, mid-career and looking for development opportunities, new-to-teaching, or indeed, from outside the sector and taking on governance responsibilities, I’m confident you will find something here directly relevant to you or your team.

We should be proud that development in our sector is a life-long commitment and passion. Training and development have been instrumental in our ability to successfully respond to the recent challenges. To continue to successfully navigate the coming uncertainty we need to invest in our people, equipping them with the skills for effective strategic leadership and successful management of transformation. All this while concurrently ensuring inclusivity is promoted and enhanced, and not an unwitting casualty of the pace of change.

Every year we closely review and adapt this portfolio to ensure it meets the sector’s needs. For example, we have increased the focus on digital and online pedagogy to support effective and engaging teaching. Our digital delivery is offering real potential to more easily build worldwide networks and engage with each other really effectively, and more fully complement our face-to-face work.

Our portfolio has been significantly shaped through consultation with our members as we developed our membership offer for this year. It addresses members’ priorities about developing resilience to succeed in times of uncertainty; designing sustainable educational programmes that enable student success; building the leadership and governance capability for transformative change and sustaining advancement of equality and inclusivity.

Let us for a moment focus on the last point. The global wake-up call about racism and racial injustice sends a powerful message to our sector too. I am determined that conversations and ‘how to’ in tackling these injustices becomes integral to our entire portfolio, and not simply to those events or conferences specifically related to race equality. Tackling injustice must be ubiquitous. Quite apart from the moral imperative, we owe it to all our BAME colleagues and students to address injustice.

We look forward to working with you this coming year. We can all mutually benefit from our shared passion and commitment to development and to higher education. We are very fortunate and privileged to work in a sector which can transform lives. I believe that in caring for our own development, we will reveal and realise the potential of others.

With very best wishes

Alison Johns
CEO, Advance HE

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Benefits of our professional development

The new and transformational challenges impacting your institution can most effectively be met by people and teams that are equipped and skilled. Advance HE can support you to build your institution’s capacity to meet these and continue to help your work in equality, diversity and inclusivity.

It is good management and leadership, particularly in a rapidly evolving context, that can ensure that good practice is maintained across an institution. Our unique position in higher education (HE) means that we can support our members by sharing good practice across the sector, providing opportunities for professional and academic staff, leaders and Governors to join with networks which enable them to share, connect and collaborate into the future.

Our experience is founded on many years of working closely with the sector at all levels and a deep understanding of the UK and global HE policy landscape and context. We work with you to demystify the policy and regulatory environments of each of the four UK nations and ensure that you are able to translate policy into effective practice for your institution.

We are continually monitoring the challenges our members are facing to ensure that our portfolio is designed to meet their needs. Our offer is therefore constantly updated based on the latest research, thought leadership and our expanding range of publications and resources, drawing on expertise from both within and beyond the HE sector.

We can customise our offer to provide many of our programmes and events in-house. We also provide one-to-one coaching designed to help individuals looking to take the next step or develop new perspectives and solutions.

All our participants benefit from an expert and diverse delivery team, passionate about their subject, supported by contributors drawn from both UK and global HE and beyond. This means that our development portfolio is able to:

- Help implement and improve strategic planning.
- Work with you to ensure that organisational and culture change are supported by those in leadership teams and benefit every individual, whatever their role.
- Ensure best practice in academia and pedagogy, encourage innovation and support the attainment of new skillsets.
- Develop strategic thinkers prepared to input into institutional strategy and operational delivery.
- Promote sharing experiences not only within single institutions but across the whole sector, and develop peer support networks.
- Support your institution in the enhancement of effective institutional governance supported by a diversified and inclusive leadership that is responsive and adaptable.
- Provide a global perspective to HE.
- Support your institution in addressing issues of equality, diversity and inclusion across both student and staff populations.
Our strands of expertise

Through the legacy of our work in HE and ongoing conversations with our members, we have identified strands of expertise that address key areas of development and enhancement for your institution in the coming year: race and gender equality, strategic leadership, developing leadership, teaching and learning for student success, effective governance and fostering inclusion.

We recognise and understand the challenges that HE is currently facing derive from a dynamic environment and have designed our portfolio around these strands, responding to the needs of institutions in equipping their staff with learning, tools, techniques and new insights at every stage of their career.

Race Equality

As the momentum for change intensifies, our portfolio seeks to support the improvement of the representation, progression and success of Black, Asian and Minority Ethnic (BAME) staff and students within higher education.

+ Leading Race Equality in HE workshops (from December 2020) more info
+ Diversifying Leadership (cohorts from 26 January 2021) more info
+ Equality Diversity and Inclusion Conference (16-18 March 2021) more info
+ Race Equality Symposium (20 April 2021) more info

We will be adding to this aspect of our offer during the academic year.

To find out more about how our portfolio supports Race Equality, please visit www.advance-he.ac.uk/programme-events/race-equality-higher-education

Gender Equality

By challenging the status quo, championing progression and building strong and supportive networks, our portfolio supports encouraging and recognising the commitment to advancing gender equality in higher education.

+ Aurora (from October 2020) more info
+ Senior Women’s Leadership Development Programme (17 May 2021) more info
+ Women in Higher Education Conference (25 February 2021) more info
+ Equality Diversity and Inclusion Conference (16-18 March 2021) more info
+ Gender Equality Symposium (11 May 2021) more info

Find out more about how our portfolio supports Gender Equality, visit www.advance-he.ac.uk/programme-events/gender-equality-higher-education

7,000+
women from nearly 200 different institutions have participated in Aurora since its launch in 2013 with our longitudinal study showing Aurorans are twice as likely to get promoted.
Strategic Leadership

There is no doubt in my mind that this programme has helped me become a better leader; the opportunity to reflect on my own practice and discuss real issues with peers has been invaluable. The facilitators are amazing.

Janice Allan,
Dean of Salford Business School,
University of Salford

Designed for those in senior or strategic roles our strategic leadership portfolio can support the development of strategic outlook and skillset to lead across organisational boundaries.

+ Strategic Leadership Programme (5 October 2020) more info
+ Top Management Programme (23 April 2021) more info
+ Leadership Summit (20 May 2021) more info
+ One to One Executive Coaching more info
+ Spotlight Series for Senior Strategic Leaders (from 28 January 2021) more info

Find out more about how our portfolio supports Strategic Leadership, visit www.advance-he.ac.uk/programme-events/strategic-leadership-higher-education

Developing Leadership

For those new to leading or wanting to enhance their leadership practice, we have several options that give you the opportunity to reflect on and find solutions for challenges in all areas of leadership, or prepare for that next step.

+ Diversifying Leadership (26 January 2021 and further cohort date TBC) more info
+ Leading Virtual and Disconnected Teams Programme (9 February 2021) more info
+ Aurora (from October 2020) more info
+ Senior Women’s Leadership Development Programme (17 May 2021) more info
+ Research Team Leadership Programme (27 January 2021) more info
+ Preparing for Senior and Strategic Leadership Programme (23 February 2021, 15 June 2021) more info
+ Leading Departments (21 April 2021) more info

Find out more about how our portfolio supports Developing Leadership, visit www.advance-he.ac.uk/programme-events/developing-leadership-higher-education
Teaching and Learning for Student Success

Whatever your discipline, specialism or institutional context, our offer is designed to complement your institutional development activity, providing practical approaches, tools and stimuli to help you build or refresh your approach to teaching and learning throughout your career.

+ Employability Symposium (22 April 2021) more info
+ Virtual Teaching (15 February 2021) more info
+ New to Teaching (18 January 2021) more info
+ Innovation in Teaching Practice Workshops (from November 2020) more info
+ Enhancing Programme Leadership (14 January 2021) more info
+ STEM Conference: Rethinking STEM Higher Education (28 January 2021) more info
+ Leading Student Engagement in Times of Crisis and Transformation: Student Engagement Conference 2021 (26 May 2021) more info
+ Degree Standards Conference 2021 (1 June 2021) more info
+ Teaching and Learning Conference 2021: Teaching in the Spotlight: What is the Future for HE Curricula? (6-8 July 2021) more info
+ NET Conference (1-3 September 2021) more info
+ Advance HE International Conference 2021 (14 April 2021) more info

Find out more about how our portfolio supports Teaching and Learning for Student Success, visit www.advance-he.ac.uk/programme-events/teaching-learning-student-success-higher-education

Effective Governance

We have experience and expertise in supporting governing bodies across the UK to aid with board effectiveness, governor development, strategic sessions and wider support for the governance community. Our support is realised through national programmes, topical events, action research and tailored services for individual institutions.

+ Governor Development Programme (from September 2020) more info
+ Governance Conference (20 November 2020) more info
+ Scottish Governance Symposium 2021 (21 May 2021) more info
+ Student Governor (27 January 2021) more info

Find out more about how our portfolio supports Effective Governance, visit www.advance-he.ac.uk/programme-events/effective-governance-higher-education

Fostering Inclusion

Our portfolio of services are designed to help your institution address systemic issues in equality of access and inclusive working environments. They will help participants understand the common issues in HE when designing inclusive support services, developing accessible campus environments and making everyone feel welcome at your institution.

+ Equality Diversity and Inclusion workshops (from December 2020) more info
+ Mental Wellbeing and Staff in HE Symposium (17 February 2021) more info
+ Equality Diversity and Inclusion Conference (16-18 March 2021) more info
+ Mental Health and Wellbeing Conference 2021: Student mental health & wellbeing: partnership in practice (18 May 2021) more info
+ Leading Student Engagement in Times of Crisis and Transformation: Student Engagement Conference 2021 (26 May 2021) more info
+ Disability Symposium (15 June 2021) more info

Find out more about how our portfolio Fosters Inclusion, visit www.advance-he.ac.uk/programme-events/fostering-inclusion-higher-education
Meeting your needs

Our 19-20 portfolio of programmes, events and conferences was significantly impacted by Covid-19 with a need to pivot to online delivery where required. It was through continued engagement with our members and with over 15 years’ of experience working with peers from across the sector that we were able to adapt how we deliver our services.

Our 20-21 portfolio has been developed with a greater emphasis on, and use of, digital technology. This enhances the learning experience and retains the valued aspects of our offer around quality content and networking with peers from across the sector in the UK, and internationally.

Development Programmes

Our 20-21 development programmes are informed by a combination of sector expertise and the latest research and thought leadership to help staff to tackle and improve strategic planning and organisational and culture change.

By creating the opportunity to engage with a wide range of respected global contributors from within HE and beyond, participants are well placed to contribute and lead enhancement of governance, leadership, management and practitioner performance.

We have a strong track record of supporting institutions to develop potential and talent and of customising our offer to a particular institutional focus or context, such as our work in promoting equality, diversity and inclusion. We help to accelerate the pace of change by providing unique opportunities for staff, leaders and Governors to convene in peer networks to ‘connect, collaborate and share’, and by supporting them in the key roles they perform in a dynamic, fast-paced sector landscape.

Find out more about our Development Programmes, visit www.advance-he.ac.uk/programmes-events
Conferences

Advance HE has an established and innovative programme of 14 conferences throughout the year for all engaged in HE, whether leaders, practitioners or Governors, supporting institutions at all levels. The benefits of attending are significant for the participants, their teams and institutions.

New for 20-21 is the introduction of our virtual conference experience with attendees able to enjoy live-streamed keynote sessions and panel discussions, downloadable presentations and a virtual exhibition and networking space where attendees can interact with Advance HE staff, sponsors and each other.

Our conferences seek to support the sector in addressing some of the systemic challenges it faces such as curriculum design and delivery, gender equality, effective leadership, fostering inclusivity or the pursuit of good governance.

Find out more about our full range of conferences
www.advance-he.ac.uk/programmes-events/conferences

STEM Conference 2021:
Rethinking STEM Higher Education
28 Jan 2021

A virtual conferencing experience
Taking place on 28 January 2021 the STEM Conference will highlight cutting-edge pedagogies, innovations and research taking place across the STEM sector through a variety of peer-led sessions. This year’s conference will be a virtual conference experience and builds on the success of our first virtual conference, the Teaching and Learning Conference 2020. The conference programme will include:

+ live-streamed sessions of keynotes and panel discussions addressing current issues facing the sector today
+ on-demand downloadable presentations from STEM practitioners from UK and international institutions
+ a virtual exhibition space, where you can engage with sponsors and Advance HE staff about current projects
+ a virtual poster exhibition space
+ opportunity for delegates from around the world to interact in a virtual networking space
+ full online support throughout the day
+ access to the digital conference content for 14 days after the conference

Find out more

The Next Steps for Equality, Diversity and Inclusion – From inclusive leadership and culture to embedded equitable practice
Ireland - 10 June 2021

The conference will focus on equality, diversity and inclusion (EDI) priorities for Irish higher education, providing an opportunity for delegates to consider the varied aspects of EDI as they relate to embedding EDI in institutional strategies and ensuring implementation across the institution. In particular, there will be specific focus on enabling action and a culture that supports equality across all equality grounds and protected characteristics through inclusive leadership - recognising the extensive work already being undertaken in the sector on gender equality.

Find out more
Events and Symposia

Our events workshops and symposia are designed to respond to your requirements in a practical, action-based setting, providing you with insights and tools to implement in your practice.

Drawing on our years of accumulated expertise and knowledge, as well as utilising specialists from both within and beyond the sector, our comprehensive events portfolio provides full support for:

- Translating policy into practice for EDI
- Innovation in teaching practice
- Supporting the development of best practice for topical issues such as mental health and wellbeing, BAME awarding gap and curriculum design.

Our events portfolio recognises the differing needs and particular challenges of institutions across an increasingly divergent HE sector. We also respond to the different priorities and needs of individuals within their career pathways, from balancing the demands of teaching and research commitments, to moving towards first line management and leadership and those leading at the most senior levels initiating strategic and transformational change.

Find out more about our Events and Symposia
www.advance-he.ac.uk/programmes-events/events

Digital Learning

At Advance HE, we continued to invest in our digital learning capability during 19-20 to ensure that participants could continue to benefit from a learning experience that was rich, engaging, accessible, convenient and flexible.

- Courses curated and delivered digitally in a Virtual Learning Environment (VLE)
- Webinars enabling global engagement and participation
- Networks and groups formed around common themes in Advance HE Connect
- Programme delivery cohorts working and engaging collaboratively in Advance HE Connect

"This was the first online conference I have attended and the first Advance HE one. It was excellent - really well organised with a fantastic range of presentations to choose from as well as thought-provoking keynotes.

Dr Gwyneth James, Senior Lecturer, University of Hertfordshire"
Development Pathway

Our Development Pathway helps you find the best option for your needs or the needs of those you manage.

New to HE
Suitable for those new to HE, whether just starting out in academia or entering a leadership role from another sector.

Designed to: Help you find your feet and begin to build networks, knowledge and understanding to support you in this new environment.

Grow Your Skills
Tailored towards early-career academics or those just starting out in professional services, especially those who have recently stepped into a new role.

Designed to: Build your networks and skills in specific areas, either those of particular interest or where further information and stronger skills would be useful.

New to Leading
Relevant to emerging leaders, who are new to a role or considering the next step in academia, research or professional services.

Designed to: Help you build and extend networks, provide personal insights, and develop leadership skills at this critical stage in your career.

Preparing for Senior Leadership
Tailored towards those in the process of transitioning to a senior leadership role or preparing to take the next step in the near future.

Designed to: Broaden your outlook beyond your existing role, enhance self-awareness and personal impact as a leader, identify good practice and build networks.

Excellence in Practice
Suitable for those with some experience of leadership, such as within small teams, who are looking to increase their practical and critical understanding.

Designed to: Inspire you to refresh your professional practice and provide you with practical skills and solutions.

Senior + Strategic Leadership
Relevant to those in senior or more strategic roles in either academic or professional services who are looking to develop a strategic outlook and skillset to lead across organisational boundaries.

Designed to: Help you to build a community of peers from across the sector and to develop as an insightful and authentic leader able to engage in self-reflection and critical debate.

Executive Leadership
Tailored to senior HE leaders who are members of institutional executive teams looking to enhance their leadership impact, steer transformational change and consolidate their understanding of the global HE landscape.

Designed to: Support and guide you through the challenges of leading an institution, including setting direction, working with the governing body, and managing large-scale change.

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Working with you: Bespoke services

As well as our diverse offering of open programmes, conferences and events, we have a range of bespoke services to enhance organisational performance. These could help you to develop your people through the design of a programme based on our suite of services, built with you in a cost-effective way.

Consultancy and Enhancement Services

Your challenges are our priorities and, as we are independent of any regulatory framework, we can provide an external viewpoint and be your critical friend. We create ‘safe places’, facilitating collaboration and candid conversation between and within institutions.

- Our bespoke consultancy and enhancement services support institutions to shape and deliver their strategic priorities
- Our ‘real world’ solutions have been developed within the complex and dynamic environment of HE and are designed to meet the current challenges that your institution faces
- Our expertise and evidence-based insight, helps to build capacity and capability to improve performance for organisations, teams and individuals

Our solutions address a wide range of issues. Examples of our work include: governance effectiveness reviews, supporting institutions’ leadership and management of change, embedding EDI in the curriculum, culture change, supporting the delivery of access and participation and transforming assessment policy and practice.

Find out more about our Consultancy and Enhancement Services, visit www.advance-he.ac.uk/consultancy-and-enhancement-services

In-house Development Programmes and Training

Many of our open programmes and workshops can be delivered in-house at your institution. These can be delivered as off the shelf programmes or workshops or tailored to meet the needs of your institution as a whole or those of a specific faculty, department or team. As a development partner we can equip your staff with the required skills, knowledge and confidence across our major strands.

Our in-house tailored delivery focuses on your needs, making the delivery specific to your organisation’s priorities and its unique culture and challenges. It is an opportunity to bring your staff together, improving internal networking both between and across teams and departments.

Find out more about In-house Development Programmes and Training, visit www.advance-he.ac.uk/programmes-events/in-house-development-programmes-and-training

One-to-One Executive Coaching

Our One-to-One Executive Coaching creates the opportunity for you to become an agent of change, develop new perspectives and solutions and embed these for long-term benefit. Delivered through a series of planned one-to-one sessions between you and one of our professional coaches and utilising our accredited 360-degree tools our executive coaching can:

- Improve a sense of direction and focus
- Increase knowledge of self
- Improve ability to relate to and influence others
- Increase motivation
- Improve personal effectiveness
- Increase resourcefulness and resilience
- Enable conversations around tackling racial inequality

Find out more about our One-to-One Executive Coaching, visit www.advance-he.ac.uk/programmes-events/coaching
Membership of Advance HE

Advance HE Membership gives you access to world-leading services which will support you in helping you shape your future in today’s highly challenging HE sector.

Our member benefits provide access to resources, insights, networks and communities, the priorities for which are determined by our members through a series of strategic advisory groups and your ongoing feedback. Whether it is through webinars, thriving online communities via Advance HE Connect, our PVC network, Collaborative Development Fund: New Challenges, New Solutions or toolkits and publications, membership of Advance HE is designed to develop staff and to enhance performance.

Tackling structural race inequality in higher education

Through 2020-21 we will be delivering a range of member benefit activities aligned specifically to tackling structural racial inequalities. Divided into a series of strands, the activities make use of blogs, reports, debates, artwork/video, roundtable discussions podcasts and webinars. Find out more.

Connect Benefit Series

The Connect Benefit Series is open to all colleagues at Advance HE member institutions. The Series focusses on monthly themes designed to help our members develop resilience, to help institutions adapt to a new way of ‘business as usual’ within the transformed environment. Each month there will be a suite of multiple benefit outputs including formats such as webinars, blogs/vlogs, Tweet chats, tool kits and guidance documents.

Find out more about the Connect Benefit Series.

All staff that work for our member institutions benefit from a 25% discount on our programmes, conferences and events, and we also offer members a 10% discount on our in-house and bespoke programmes delivered within an institution. Membership also offers access to well-established accreditation packages that align with an institution’s strategic priorities.

Fellowship Application Builder

The Fellowship Application Builder is an online course delivered over 6 weeks designed to assist with the development of your FHEA Fellowship application. The course is ideal for those who are members of institutions or alternative HE service providers that do not have access to Teaching and Learning Accreditation support.

Find out more

Fellowship Support - Writing Retreats

Throughout the year, we run a number of one-day writing retreats designed for those working on their Senior Fellowship or Principal Fellowship applications. These offer the rare opportunity of space and time to think via one-to-one peer coaching and expert analysis to process your thoughts and craft your narrative for your Fellowship submission, helping to fast-track your application.

Find out more
Advance HE enables excellence in higher education, helping it shape its future.

Within the UK and globally, Advance HE supports institutions in the areas of excellence in education, transformational leadership, equality, diversity and inclusion and effective governance. This is delivered through membership benefits (including accreditation of teaching, equality charters, research, knowledge and resources), programmes and events, Fellowships, awards, consultancy and enhancement services and student surveys.

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