

What Gives You The Right To Lead?





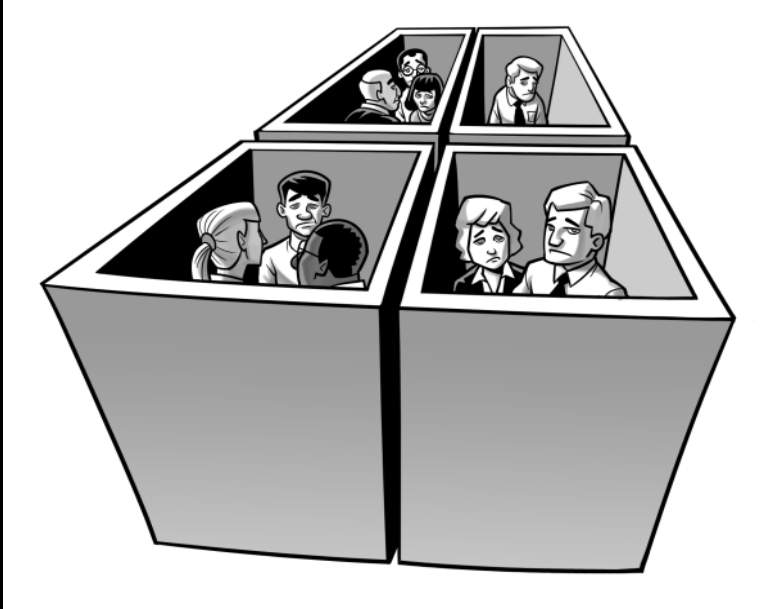
Our L&M Context

Our L&M Project

The Impact

What's Next and Lessons Learned?







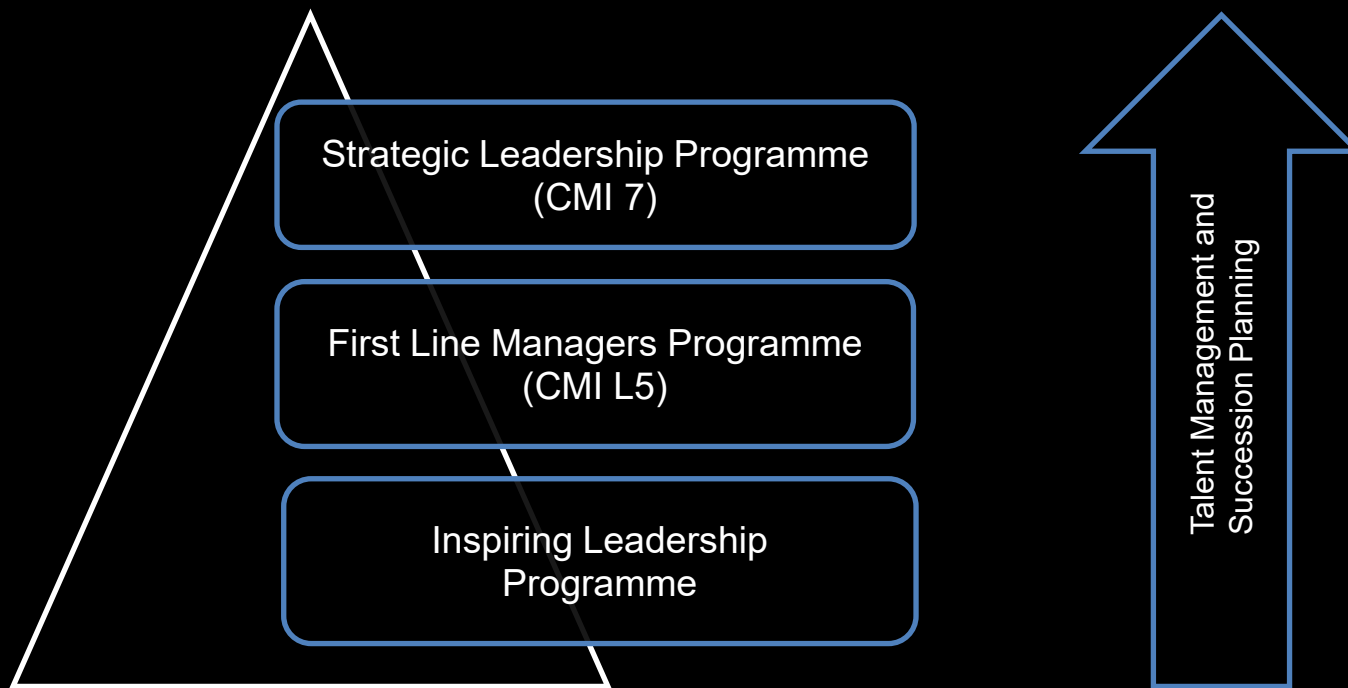
“What gives you the
right to lead?”



“What gives you the right to lead?”







Work-based learning with a direct influence on our 2025 Strategy Map.

Flexible learning, based on our 'real-world' challenges.

Strengthening collaborative leadership across the University.

Creation of a community of 'professional' people managers.



Programme Managers

Programme Welcome & Action Learning Sets (Mixed)


Online Learning (Personalised Learning Portals)

Facilitated Workshops, Webinars & Podcasts

Self-Diagnostics, Psychometrics & 360s

Work-based Assignments and Projects

VC Presentation (Learning, Suggestions for Improvement)



CHARTERED MANAGER

Qualified Assessment

• WRITING SUBMISSION WITH TELEPHONE INTERVIEW

This rule is suitable for Managers wishing to gain Chartered Manager as either a Chartered Member or Chartered Fellow and who meet the requirements of qualifications and experience.

Your registration for Chartered Manager remains current for a 12-month period, with most applications completed within 3 months. On average it takes approximately 10 hours to prepare a written submission.

1. BACKGROUND

Chartered Manager is a practically-based assessment that reviews personal skills and expertise in leading people and managing change, and how these skills enhance consistently effective performance and make a positive contribution to your organisation.

Guidance notes to completing the submission are embedded in each section of the document.

2. WHAT DO I HAVE TO DO?

Your role within the process is to:


- Complete a full draft of the submission form. Please read section "Your submission" as this will suggest you in focus on what is required. (Note: it is the Chartered Manager team (where possible within 20 days) for review by an Advisor-Assessor).
- Provide any additional information requested by your Advisor-Assessor.
- Undertake a telephone interview with your Assessor to confirm that you are meeting the Chartered Manager standards, including answering any questions they may have or provide additional information about any request.
- The telephone interview will last approximately 1 hour. It is therefore preferred for you to be in an environment which is conducive to providing your full concentration to the information you are providing. We suggest this is not conducted by mobile phone whilst driving, even on hands free, as the risk of an accident can be distracting. Ideally, the interview should be conducted via land line telephone in a quiet room where you will not be disturbed. Please provide a mobile and a land number.
- If for any reason it is not possible to take to the agreed interview day or time, at least 24 hours notice to your assessor would be appreciated. Late or no managers, our Assessor will have busy schedules so **rescheduling** cancellations or failure to keep to agreed telephone call times can impact on assessment and progress through the process.

3. WHAT IS THE ROLE OF THE ADVISOR-ASSESSOR?

Your Advisor-Assessor is there to ensure that you understand the requirements for completing Chartered Manager. For you have supplied sufficient information for assessment, and that your claims are valid.

They will seek to maintain ongoing contact with you. **Important:** If you repeatedly fail to respond to their requests or correspondence, your application will move back to the central CMG team and be put on hold.

Only Qualified members since June 2017

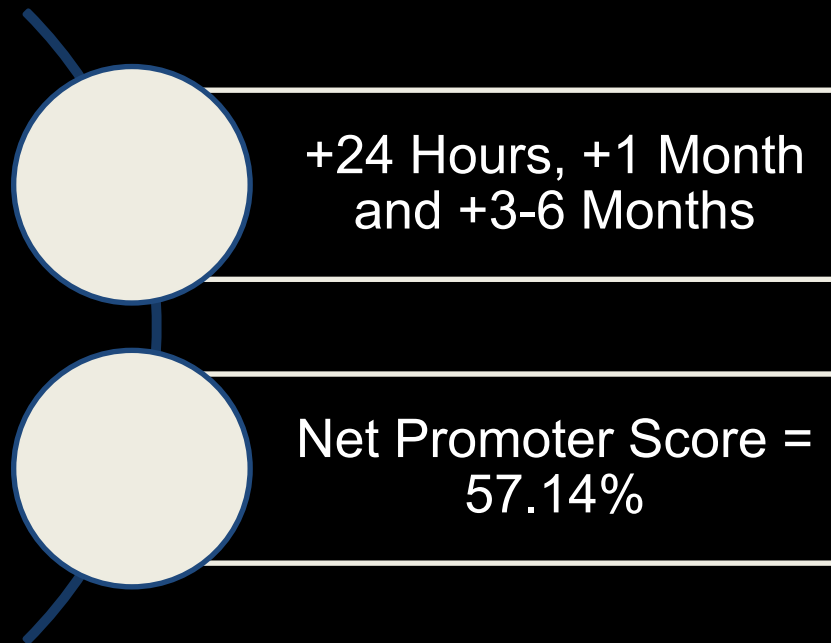






397 Chartered
Managers

155 People Managers
on Programmes



An immediate tangible impact has been the depth of engagement in the development of our new 2025 Strategy Map.

The financial savings resulting from just one business improvement project have more than covered the cost of the initiative (annually).

Improved Staff Survey (QoWL) measures in relation to leadership and management, as identified in our recent Pulse Survey Results.

One of our academics is writing his PhD thesis using data gathered from our CMI programmes considering the transfer of learning.



Appraisals

Development
Centres

360
Feedback

Recruitment
and Selection

Derek Heathcote, Head of Business Quality and Planning

“I thought it was Business School hot-air, but it’s actually very useful.”

**NEVER STOP
LEARNING**





Leading by Example

Flexible Learning

Kill 2 Birds with One Stone

Balance Support with Learner Accountability

