



University of  
**Salford**  
MANCHESTER

***THE Awards 2019 – Outstanding Contribution to Leadership Development***

Institution/Nominee	University of Salford
Key personnel	Louise Edwards-Holland, Director of HR and Organisational Development
Submission	<p>In 2017 we began to design four university-wide leadership learning experiences for our people. We have not taken a traditional ‘top down approach’ to development, preferring to focus on cultivating our followership as a priority.</p> <p>Leading at Salford – brings our 100 senior leaders together four times a year to focus on a specific leadership theme, which is then applied to a real University challenge.</p> <p>Salford Conversations – quarterly gatherings open to all colleagues. These provide opportunities for colleagues to connect with each other and to contribute to the university’s agenda.</p> <p>Salford Managers – this programme is open to all new managers and is built around five critical conversations which managers have with their teams.</p> <p>Leading without Masks – is a leadership led learning approach for our Senior Executive team.</p> <p>The University is on an ongoing journey – an everlasting cycle to ensure we continue to grow our leadership profile.</p>