



University of **HUDDERSFIELD**

The Huddersfield Academy of Leadership and Management was introduced with the aim of securing “truly transformational leadership at all levels in the university”. Leaders and managers were enrolled in the academy - piloted in 2013-14 - to help them develop the confidence and skill set to become truly effective leaders.

Under the scheme, participants received coaching and mentoring, psychometric assessment and feedback from their colleagues and managers, as well as keeping a reflective learning log. They were also given support to achieve formal qualifications and took part in workshops and masterclasses on leadership.

“It was both brilliant to receive positive feedback and thought provoking where there were areas of criticism,” said one academy member. “It made me stop and think about my interactions with colleagues instead of just dashing along as I had always done.”

The scheme’s cohort doubled in size in its second year, with 85 per cent of first-year members saying that they had applied methods and skills learned in the academy to their day-to-day activities. Staff were also encouraged to share what they had learned via self-reflection exercises, which has helped others to develop their leadership skills.

Judges praised Huddersfield’s approach to leadership development for operating at individual, departmental and university-wide levels. “The energy and effort put into engaging line managers in individual development further ensured whole organisation change,” they said.