



# Durham University

## Submission

Durham University's Strategy Academy was described by the judges as having "all the key features of a high-quality progressive and sustainable leadership development programme".

Its use of "real-time" challenges and a "pan-university" approach, where participants cut across academic, professional and departmental boundaries, was commended.

The university set up the academy last year after feedback from its previous leadership programmes showed that people had a desire to learn and developed alongside colleagues from other parts of the institution.

Each programme in the new strategy is linked to a real issue presently being tackled by the university, and groups are sponsored by Durham's executive committee so that outcomes can be put forward as real plans for the future.

Individuals consider each issue via five one-day modules tackling the complexity of change, creating a vision, finding creative solutions, harnessing individual and team energy, and engaging with others.

Examples of the challenges tackled include "How does Durham achieve its goal of being a top-50 world university by 2020?" and "Developing and embedding university values".

Ewart Wooldridge, founding chief executive of the Leadership Foundation for Higher Education, said the academy had succeeded by cutting across the institution, integrating real-time projects and balancing the needs of the university and its people.

"It is also clearly part of an ongoing, long-term process of leadership and organisational development which involves a variety of different techniques and approaches," he said.