



UNIVERSITY  
*of York*

A programme bringing together departmental management teams from across the University of York to deliver better leadership has been recognized by our judges for the clarity of its design and purpose.

Dozens of delegates from six departments across two cohorts have already benefited for York's Collaborative Leadership Programme.

A specific diagnostic model based on world-class provision was used to assess each department, followed by a detailed report to act as the framework for improvement.

Workshops, action plans and one-to-one coaching were then employed to assist managers in identifying problems and ways to implement change.

One of the most important aspects of the scheme was its collaborative nature, with teams from different departments working together, offering advice and acting as "critical friends".

York said the programme had led to more open, focused, supportive and constructive discussion among management teams.

Meanwhile, the scheme's "critical friend" aspect showed each team that it was not alone but part of a wider community working to meet shared challenges.

Alison Johns, chief executive of the Leadership Foundation for Higher Education and one of our judges, praised the programme's innovative approach, adding that the use of the "departmental excellence" tool to make initial assessments provided a "clear action plan for improvement".

"The design on role clarification and purpose was excellent," she added.