

SUMS Insight Session

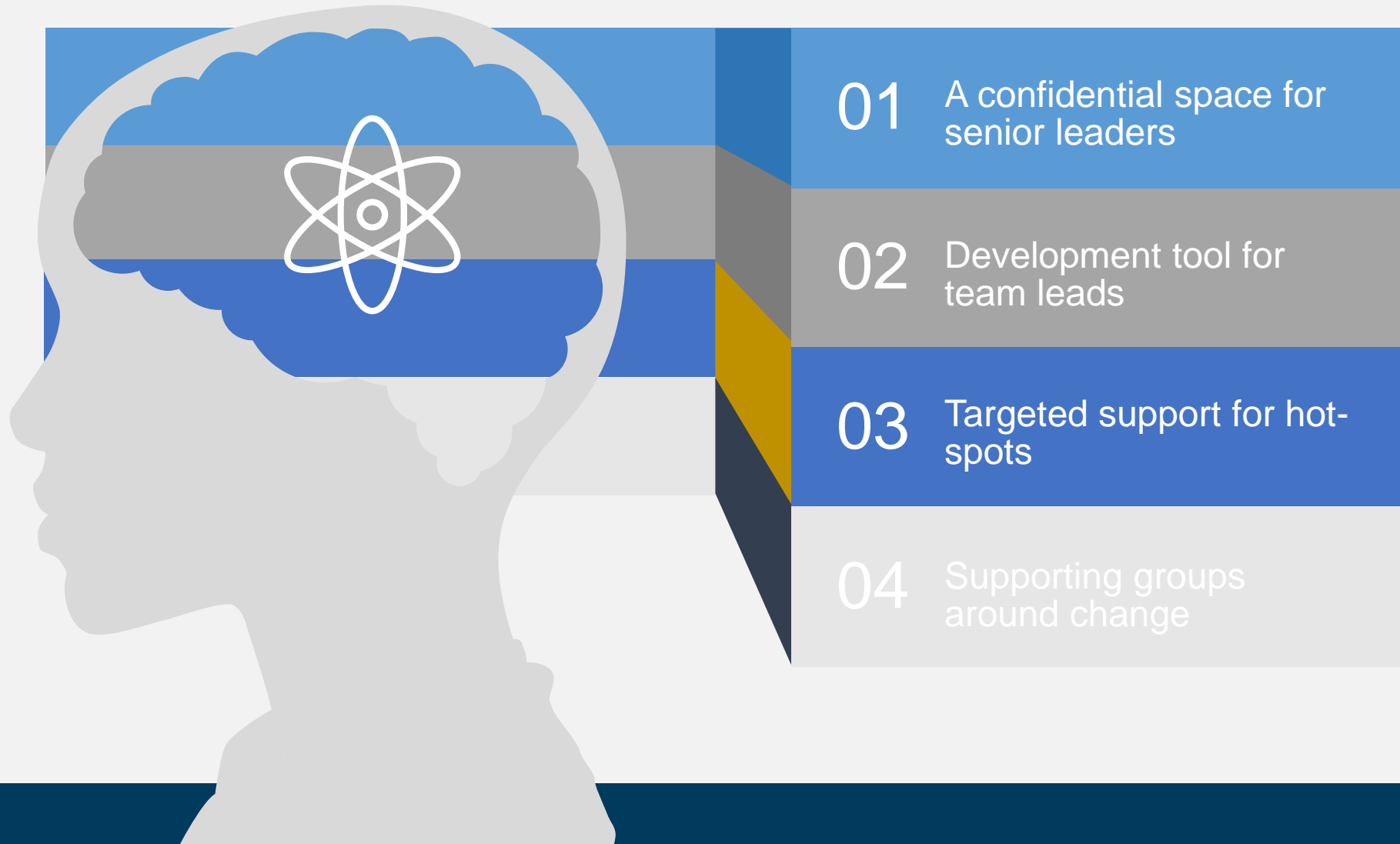
Creating Positive Activity
through Coaching at Your
Institution



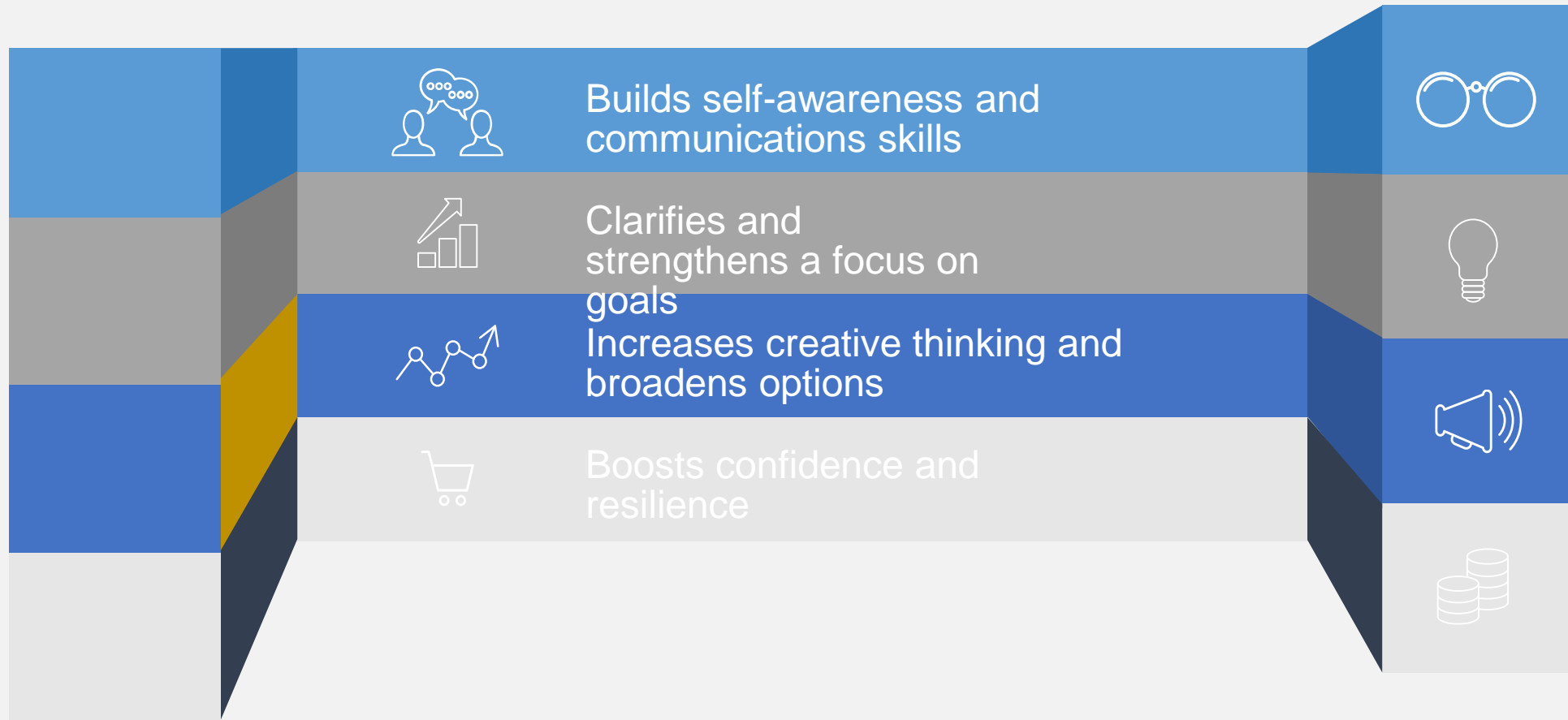
“Part of being a human leader is finding ways to be a leader that are authentic to you and your personal style.”

I, Vice-Chancellor report

Professional development support – your options



Benefits of coaching



What's in the recipe?

- A pool of certified, experienced coaches
- Deep commitment to the sector
- Understanding of change in HE
- Knowledge of university culture
- SUMS as a long-term partner
- ...and a neutral source of support

“This tailored service has been hugely effective in supporting staff to develop their leadership and management skills” Divisional Registrar, University of Oxford

“It is often easy to underestimate the perspective that comes from simply stepping back from the day-to-day. Susannah has given me the space, time and insight to do this, and to reflect usefully on goals and long-term aims.”
Vice President (Communications and Public Affairs), Imperial

Purpose

Increasing the confidence and capability of change managers/agents to engage and coach their colleagues, to build commitment to change

Objectives:

- Understanding why people might resist change in their day-to-day work
- The use of feedback, dialogue and discussion to help people move through this resistance – from awareness, thru acceptance, to action
- An opportunity to trial frameworks for effective listening, questioning and feedback
- Defining a framework for effective coaching that fits with your culture.

Speak to Fola Ikpehai, SUMS Principal Consultant

“All his life he tried to be a good person. Many times, however, he failed.

“For after all, he was only human. He wasn't a dog.”

Charles M. Schulz