How much more inspiring would it be to discover and rehearse your leadership abilities in advance of your first leadership role?

Once established in leadership positions, it is natural to develop fixed views and ways of working. Making fundamental changes to leadership styles at this stage would be difficult.

For this reason, the PROPEL program will select academic staff who have shown potential to be leaders and will develop their skills, perspective and confidence before they are faced with real leadership challenges.

Faculties will gain from PROPEL:

- One participant selected from each Faculty.
- Twelve months of leadership development through mentoring, active project work, forums and workshops, strategic committee involvement, reflection and peer support.
- All attendance, travel and accommodation costs for participant covered by the Program.
- Completion of a project which has Faculty significance.
- Increased opportunity for inter-Faculty collaboration.
- A highly skilled candidate for future leadership positions.

Faculties will contribute . . .

- Active involvement in selecting the best participants for the Program.
- Three days of participant’s time to attend the leadership workshop 27-29 September (recess).
- One hour teaching relief per week during session for participant and a mentor for 12 months.
- Opportunity for participant to engage with Faculty-level committees and attend strategic events.
- Support and encouragement for participant and recognition of their time and effort.

Overview of PROPEL

The Program will run for 12 months commencing September 2010.

Participants will complete six components:

MENTORING Participants will be matched with a mentor from outside their own Faculty. Cross-Faculty partnerships will broaden the participants’ experience beyond their own discipline.

LEADERSHIP SKILLS The Program will commence with a three-day workshop, focusing on generic, teaching and research leadership skills. At the end of the workshop, participants will select specific skills from each area which they will work on developing, with the help of their mentor, over the next 12 months.

INTERDISCIPLINARY Two Interdisciplinary Fora will be held to explore the benefits of approaching an issue from different directions.

BIG PICTURE Participants will attend high-level committee meetings and strategic events to gain insight into the day-to-day workings of the University.

ACTIVE Participants will choose one project, with significance to their Faculty, which they will lead during the Program.

REFLECTIVE Throughout the training year participants will reflect on their experiences and will present them at a one-day event at the end of the Program.

In addition to the six Program components, participants will be encouraged to form a community of practice for peer support, discussion and expanding their networks.

Further information . . .

Sara Dolnicar  x3862        Wilma Vialle  x4434        Karen Lovasz  x8218        research.uow.edu.au/propel
The People Behind the Program

PROPEL is a collaborative project of the UOW Social Innovation Network, funded by the Australian Teaching and Learning Council (ALTC).

Project Leaders
Prof. Rob Castle  DV-C (Academic)
Prof. Sara Dolnicar  Faculty of Commerce
A/Prof. Wilma Vialle  Faculty of Education

Project Manager
Ms Karen Lovasz  Faculty of Commerce

UOW Project Team
Faculty of Arts  A/Prof. Tim Scrase
Faculty of Commerce  Dr Lois Burgess, A/Prof. Helen Hasan, A/Prof Michael Zanko
Faculty of Creative Arts  Prof. Stephen Tanner
Faculty of Education  A/Prof. Garry Hoban
Faculty of H&BS  Prof. Sandra Jones
Faculty of Science  Prof. Lesley Head
Sydney Business School  Prof. Kathy Eagar

Leadership Advisory Board
Emeritus Prof. Ken McKinnon  Former Vice-Chancellor, University of Wollongong
Prof. Rob Whelan  President, UOW Dubai
Prof. John Patterson  DV-C Operations, UOW
Prof. Malcolm Wright  Professor of Marketing, University of South Australia
Prof. Peter Goodyear  Professor of Education, University of Sydney
Prof. Carmel Diezmann  Centre for Learning Innovation, Queensland University of Technology
Mr Peter Keeble  Education Consultant
Ms Maria Gray-Spence  Regional Director, NSW Dept of Education and Training
Ms Jai Waters  Acting Director Strategy & Development, TAFE Illawarra Institute
Mr David Farmer  General Manager, Wollongong City Council
Dr David M Williams  CEO DMW Group
Ms Karen van Druten  Leadership Consultant

PROPEL Mentors
Dean of Students  Ms Yvonne Kerr
Faculty of Arts  A/Prof. Paul Sharrad
Faculty of Commerce  Mr Ron Perrin, Prof. Simon Ville
Faculty of Creative Arts  Prof. Diana Wood Conroy
Faculty of Engineering  Prof. Hugh Brown, Prof. Roger Lewis
Faculty of Education  Prof. Brian Ferry, Prof. Barry Harper, A/Prof. Pauline Lysaght
Faculty of H&BS  Prof. Sandra Jones, Prof. Julie Steele
Faculty of Informatics  Prof. Fazel Naghdy, Prof. David Steel
Faculty of Science  Prof. Leon Kane-Maguire, A/Prof. Gordon Waitt
Eligibility

- Level A, B or C (staff at Level D or E may be considered on a case-by-case basis).
- Permanent or fixed-term. (Fixed-term staff must be on a contract of at least 3 years with at least 2 years of their contract remaining.)
- Pre-leadership academic staff who have NOT held an institutional leadership role.

<table>
<thead>
<tr>
<th>Institutional leadership roles (NOT ELIGIBLE):</th>
<th>Other leadership roles (ELIGIBLE):</th>
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<tbody>
<tr>
<td>- Head of School or Discipline;</td>
<td>- Chief Investigator on grant;</td>
</tr>
<tr>
<td>- Associate Dean or above;</td>
<td>- Committee Chair;</td>
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<tr>
<td>- Director of University Research Strength</td>
<td>- Subject Coordinator;</td>
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<tr>
<td>or Strategic Research Initiative.</td>
<td>- Director of Faculty Research</td>
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<td></td>
<td>Centre;</td>
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<td></td>
<td>- Period of acting in ‘Institutional Leadership Role’.</td>
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</table>

Selection Criteria

- Characteristics of leadership (see below).
- Energy and enthusiasm for new ideas and ways of working.
- Interest in collaborative and interdisciplinary work.
- Strong research and teaching performance (relative to opportunity, but not necessarily in equal measure).

Applicants will need to demonstrate how participation in PROPEL will benefit themselves (at current point in their career) AND the Faculty/UOW. Applicants who are studying towards a HDR qualification will be asked to clearly show how they will manage their time to fully commit to the PROPEL Program.

Characteristics of Leadership

Some of the most critical leadership characteristics are the most difficult to teach. Applicants will be selected for PROPEL who already possess and demonstrate many of these characteristics:

- Direction, vision, originality.
- Role model who demonstrates a quality of excellence and is passionate about their discipline (in either teaching, research or both).
- Genuine interest in people and the ability to connect with staff on a personal level.
- Genuine regard for diversity and seeing difference as positive.
- Personal traits including drive, energy, enthusiasm, positive attitude, conviction, cooperativeness, patience, consideration.
- Maturity, self-understanding, self-motivation, being true to own personal values.
- Comfortable working in complex situations.

Key Dates

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
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<tbody>
<tr>
<td>20 April</td>
<td>Deans invited to consider and nominate candidates.</td>
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<tr>
<td>15 June</td>
<td>Information session for applicants.</td>
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<tr>
<td>30 July</td>
<td>Applications close.</td>
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<tr>
<td>Early Aug</td>
<td>Deans, Heads and other nominated referees may be contacted for further information</td>
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<tr>
<td>9 Aug</td>
<td>Participants selected.</td>
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<tr>
<td>Aug- Sept</td>
<td>Mentors and participants matched, introduced and attend joint mentoring training.</td>
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<tr>
<td>27 Sept</td>
<td>Program commences with 3-day residential workshop.</td>
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