



Co-funded by the
Erasmus+ Programme
of the European Union

AGENDA

MHELM Staff Training, November, 17-20 and 26

Zoom platform



	Tuesday 17 th November 2020	Wednesday 18 th November 2020	Thursday 19 th November 2020	Friday 20 th November 202	Thursday 26 th November 2020
Session 1 10:00 – 11:30	Introduction Welcome / Structure of the staff training <ul style="list-style-type: none"> Aims and objectives of the training week Structure of the week Nature and expectations of participant involvement – getting ready to deliver MHELM 	The Immunity to Change Methodology Introduction to the Immunity to Change Methodology <ul style="list-style-type: none"> Background to the methodology ICM Assumptions revealing and addressing barriers to change Applications of ICM 	Implementing Group Projects for National Impact Introduction to Group Projects <ul style="list-style-type: none"> The aim of the projects Project significance and scope The structure of projects Project outcomes 	Coaching Methods for the Development of Leaders Introduction to Coaching <ul style="list-style-type: none"> Structures and implementation of coaching in MHELM Types of coaching <ul style="list-style-type: none"> Collegial coaching Tandem coaching Decoding discipline 	Assessment with Impact Assessment principles for MHELM. <ul style="list-style-type: none"> Work based assessment Assessing principles and (in) practice Creating improvement for the individual, universities, and the HE sector
	Introduction to the programme <ul style="list-style-type: none"> Objectives Structure Pedagogy Impact 	The Immunity to Change Methodology <ul style="list-style-type: none"> Identifying objectives Revealing behaviours Imaging alternatives Addressing conflicting commitments and basic assumptions 	Managing Group Projects <ul style="list-style-type: none"> Sourcing of projects Allocating candidates to projects Generating communities of practice Maintaining momentum 		The Role of Individual Assessments <ul style="list-style-type: none"> Assessing personal leadership development Focused on the fostering to ability to create positive change The range of individual assessments (Management papers, Policy papers, Reflective portfolios)
	<i>Facilitated by Larisa Bugaian (TUM)</i>	<i>Facilitated by David Dawson (UoG)</i>	<i>Facilitated by David Dawson (UoG)</i>	<i>Facilitated by Alice Buzdugan (ISOB)</i>	<i>Facilitated by Liliana Rogoza (UTBv)</i>
	Coffee Break	Coffee Break	Coffee Break	Coffee Break	Coffee Break



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Session 1 11:45-13:00	Higher Education Leadership and Management Qualities and Skills framework <ul style="list-style-type: none"> Background Content Influence on the development of the MHELM programme Use of the framework in the MHELM programme 	Applying ICM in MHELM <ul style="list-style-type: none"> Use with candidates Use with stakeholders Use across modules 1 - 4 	Ensuring Impact of Projects <ul style="list-style-type: none"> Presenting of recommendations Creating action Reflecting and learning from mistakes 	Doing Coaching <ul style="list-style-type: none"> Having coaching conversations <ul style="list-style-type: none"> Who is the conversation with? Sourcing coaches Different structures for conversations. Scheduling conversations Practice coaching conversations Assessing Coaching Outcomes <ul style="list-style-type: none"> Recording learning from coaching Presenting learning from coaching 	The Role of Group Assessment <ul style="list-style-type: none"> Assessing group impacts Focused on the ability to create change for the sector The range of group assessments (Project proposals, Presentations to sector leaders, Action learning sets)
	<i>Facilitated by David Dawson (UoG)</i>	<i>Facilitated by David Dawson (UoG)</i>	<i>Facilitated by David Dawson (UoG)</i>	<i>Facilitated by Alice Buzdugan (ISOB)</i>	<i>Facilitated by Liliana Rogoza (UTBv)</i>
	Lunch Break	Lunch Break	Lunch Break	Lunch Break	Lunch Break



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Session 2 14:00 – 17:00	<p>Module 1 – Leadership and Management in Higher Education</p> <ul style="list-style-type: none"> • Introduction to the purpose and objectives (pre-recorded video) • Intended impact of the module on participants, institutions, and the HE sector and how these will be ensured (pre-recorded video) • Introduction to key content • Key teaching methods to be used (including exercise for training participants) 	<p>Module 2 – Staff Management and Organisational culture</p> <ul style="list-style-type: none"> • Introduction to the purpose and objectives • Intended impact of the module on participants, institutions, and the HE sector and how these will be ensured • Introduction to key content • Key teaching methods to be used (including exercise for training participants) 	<p>Module 3 – Management of Resources in Higher Education Institutions</p> <ul style="list-style-type: none"> • Introduction to the purpose and objectives • Intended impact of the module on participants, institutions, and the HE sector and how these will be ensured • Introduction to key content • Key teaching methods to be used (including exercise for training participants) 	<p>Module 4 – Change Management and Organizational Development of Higher Education Institutions</p> <ul style="list-style-type: none"> • Introduction to the purpose and objectives • Intended impact of the module on participants, institutions, and the HE sector and how these will be ensured • Introduction to key content • Key teaching methods to be used (including exercise for training participants) 	<p>Introduction to the Module Assessments</p> <p>Module leads introduce the assessments and how to run them.</p> <ul style="list-style-type: none"> • Module 1 – Leadership and Management in Higher Education • Module 2 – Staff Management and Organisational culture • Module 3 – Management of Resources in Higher Education Institutions • Module 4 – Change Management and Organizational Development of Higher Education Institutions
	<p><i>Facilitated by USM Angela Niculita</i></p>	<p><i>Facilitated by TUM Daniela Pojar</i></p>	<p><i>Facilitated by TUM Larisa Bugaian</i></p>	<p><i>Facilitated by ASEM Ala Cotelnic</i></p>	