



GUIDANCE ON SELECTING THE MOST SUITABLE PROGRAMME

Programme focus areas

The [Aspiring Manager](#) focuses on thinking about and preparing you for taking on a management role in the future. You should consider applying for this programme if you do not currently have line management responsibilities but can demonstrate the potential and motivation to develop into a line management role. This should be detailed in the information you provide in your application and the statement provided by your nominating manager.

The [Edinburgh Manager](#) focuses on developing skills around your approach to your relationships with people you line manage. A large part of the Edinburgh Manager programme is peer support through mentoring and discussion groups. During these sessions, you will have the opportunity to discuss your approach to your relationships with people you line manage, and how you identify and communicate the purpose of your team. You should consider applying for this programme if you are a new or existing people manager, with line management responsibilities for at least one direct report.

Please note that if you have completed the Aspiring Manager programme (or equivalent) within the last 18 months we may not accept you on to the Edinburgh Manager programme as priority will be given to applicants who have not yet participated in a programme. Additionally, we recommend having a period for the learning to be fully integrated and applied following programme completion. This time allows you to reflect on what you've learned, practice new skills in real-life scenarios, and make the necessary adjustments. It's a crucial step to ensure that the benefits of the training are realised and sustained over time.

The [Edinburgh Leader](#) focuses on your mindset and approach to leadership, influencing others, and speaking up to have an impact beyond your immediate work area. You should consider applying for this programme if you can show that you have strategic responsibility for an area or department.

We expect demand to be high and may need to allocate spaces on a first come basis, prioritising those who meet the criteria for the programme they have applied for.

Please thoroughly review the guidance on programme objectives and eligibility to ensure you apply for the programme which best aligns to your development needs.

All programmes are open to all employees of The University of Edinburgh and associated organisations such as Edinburgh Innovations, Edinburgh Global, UoE contracted NHS staff, Edinburgh University press etc.

Ensuring you are at the appropriate level for the peer support, discussions and networking

All programmes include peer support through mentoring and discussion groups, which provide an opportunity to discuss real situations you face in your role. This overview provides a breakdown of recent delegates on each of the programmes as a reference:

| | UE04 | UE05 | UE06 | UE07 | UE08 | UE09 | UE10 |
|------------------------------|------|------|------|------|------|------|------|
| The Aspiring Manager | 13% | 35% | 32% | 15% | 3% | 1% | |
| The Edinburgh Manager | 1% | 2% | 23% | 43% | 23% | 7% | 1% |
| The Edinburgh Leader | | | | 4% | 40% | 46% | 10% |

We appreciate the devolved nature of the University and the diversity that exists across different roles and grades. The data provided above should therefore be used more as a reference, alongside the other information in this guide to help you consider which programme is the most appropriate for you.

Please note that none of our programmes include training on specific HR policies and procedures.

If none of the programmes are quite right at this time

Alternative development opportunities that may be of interest:

- [Personal Effectiveness, Management & Leadership Resources for staff](#) to work on identified areas of development
- [Mentoring](#) provides an opportunity to connect with another individual to offer or receive support aligned to your areas of development
- You may also find some of the resources in the [Planning Your Role and Career Development](#) webpages useful when considering alternative development options
- [Coaching](#) is a thought-provoking and creative process that allows for dedicated time to focus on you and your development.
- [360-Degree Feedback](#) - 360-degree feedback is a development tool predominantly used for leadership development. The underpinning concept is to provide participants with feedback from multiple sources on how they are seen to lead and manage others.
- [The Institute for Academic Development](#) (IAD)– development opportunities for academic staff
- [Leadership Development Guide](#) – guidance on External & Internal Leadership Programmes, Internal Formal Qualifications and Networks