Courses and Resources 2025 –2026

Develop Your Skills
(self paced online resources)

Self-paced courses - available for all staff

These interactive self-paced courses use examples, scenarios, and challenges to develop your skills and help line managers to build their capability.

Building Successful Networks	Handling Difficult Conversations
Building Your Emotional Intelligence	Managing Self and Others Through Change
Creating a Feedback Culture	Performance Management
Developing Your Coaching Skills	Practical Problem Solving
Developing Your Negotiation Skills	Influencing People (Higher Education)
Effective Decision Making	Preparing for your annual review

Leadership Insights

Talks with Senior University Leaders

Continuing the popular series of talks with University Senior Leaders to gain insights into what it means to be a leader at the University and get to know the people behind the most senior roles in the organisation.

Speakers offer their perspective on leadership and share about their own leadership journey through a brief presentation followed by a questions and answer section.

Speaker Name	Role & Biography	Date and time	Booking link
Fiona McClement	University Lead on Equality, Diversity & Inclusion	30th October, 10.30-11.30	Book here
Dave Gorman	Director of Social Responsibility and Sustainability	18th November, 11am-12pm	Book here
Rona Smith	Deputy Secretary Governance and Strategic Planning	16th December, 11am-12pm	Book here
Emma Hunter	Head of School of History, Classics and Archaeology	20th January, 2pm-3pm	Book here
Simon Fanshawe	Rector	26th Feb 2026, 10am-11am	Book here

Leadership and Management Development

Leadership and Management Development Programme applications

Places are still available for our 3 internal leadership and management development programmes for cohort 2 beginning January 2026

EDINBURGH LEADER
PROGRAMME

EDINBURGH MANAGER
PROGRAMME

ASPIRING MANAGER
PROGRAMME

APPLY NOW

Leadership Development Guide – for experienced leaders

The guide provides an overview of external and internal leadership development programmes and networks available

Find out more

EDI Courses and Resources with Neuroinclusive talks

Equality, Diversity and Inclusion (EDI) resources and

The EDI team have refreshed the courses and resources available to support Equality, Diversity and Inclusion across the University.

Find out more

Neuroinclusion talks

Exploring Neuroinclusion?

There's also a new series of **Neuroinclusion Talks -** conversations with colleagues across the University who bring lived experience of neurodivergence in their roles.

These 1-hour online sessions are designed to be reflective, open, and practical. They'll explore:

- Personal journeys into leadership
- Strategies for navigating challenges
- Balancing wellbeing and professional growth
- A chance to ask questions and connect

These sessions will be held via Microsoft Teams and will not be recorded, to help create a space where people feel comfortable participating.

Click here

You can find more details on the Neuroinclusion Hub's Home Page

Conversations and Annual Review
(Resources to support effective conversations)

Conversations Hub

The Conversations Hub offers resources to support staff and their managers to have more regular and meaningful conversations, and to develop the skills needed to make the most of them

Find out more ▶

The Hub includes guidance on Annual Review conversations, and a wide range of toolkits and resources organised by topic including wellbeing, giving, and receiving feedback, dealing with conflict, career development conversations.

Meaningful conversations guidance

The meaningful conversations guidance document is designed to provide a framework, prompts, and support to enable managers to have regular, productive, two-way meaningful conversations based on our shared values and behaviours.

Click here

Unlock Your Career Potential

Networks

New Staff Meet-Up sessions for new employees to meet different colleagues and exchange knowledge, skills, and experience

Find out more ▶

JOIN HERE

Find out about new and relevant learning and development opportunities via our *Manager or Leaders Teams communities*

360-Degree Feedback – for managers and leaders

360 Feedback allows you to see how you lead and manage others within a supportive and developmental process.

Find out more ▶

Coaching

Coaching provides one-to-one support to achieve a greater sense of clarity and direction, both personally and professionally:

Find out more ▶

- *Leadership* – most suitable for managers and leaders
- *Parental Returner* – suitable for all parental returners
- *Retirement* – suitable for all those planning their retirement