

The Calibre Programme- *You too can be a Calibre Leader*

The Calibre Programme is a focussed development programme for disabled staff in Higher Education and beyond. It has been designed specifically to develop and implement unique strategies that reflect the unique challenges and experiences of disabled academic and professional staff across the Higher Education sector.

The Calibre Programme is not your usual development programme, it is custom designed to address the distinct and often subtle barriers disabled leaders will recognise and know they must overcome and master when operating in the Higher Education context.

These skills will be useful for people who may be thinking about, both, about career development or leadership in the near future.



**Calibre Cohort and
Supporters 2014**



**Calibre Cohort and
Supporters 2015**



**Calibre Cohort and
Supporters 2016**



**Calibre Cohort and
Supporters 2017**

Focus of the Calibre Programme

The Calibre Programme reflects the 21st-century thinking and view of disability that seeks to empower and increase confidence of disabled staff in organisations.

This programme places the **Social Model of disability** at the heart of the process. This provides key strengths on which to build leadership development. Mobilising the Social Model of disability in this way will make disability a distinctive strength and will be at the core of disabled leadership development.

Interactive and inclusive, the programme is packed with alternative ways of looking at how to cultivate one's own leadership style and approach. The programme will be full of practical strategies and innovative tools that can be exploited immediately, this being critical for success in the Higher Education sector.

Potential Participants

This programme is aimed at individuals who seek to gain a greater understanding of their role in the work place. It is suitable for academics, researchers, technicians, professional and support staff from higher education and beyond.



By the end of the programme, participants will have the opportunity to:

- Gain a greater understanding of effective leadership and management practices
- Assess their capabilities and strengthen their preparation for promotion opportunities
- Identify what is needed for the next career move, and develop strategies for progression
- Explore potential disabling barriers to success and how to mobilise them
- Examine the nature of power and develop narrative skills to communicate strength of leadership
- Develop strategies to manage their careers, including managing key relationships at work, image, and positive communications
- Explore the impact of being a disabled person and develop strategies for succeeding in this environment.

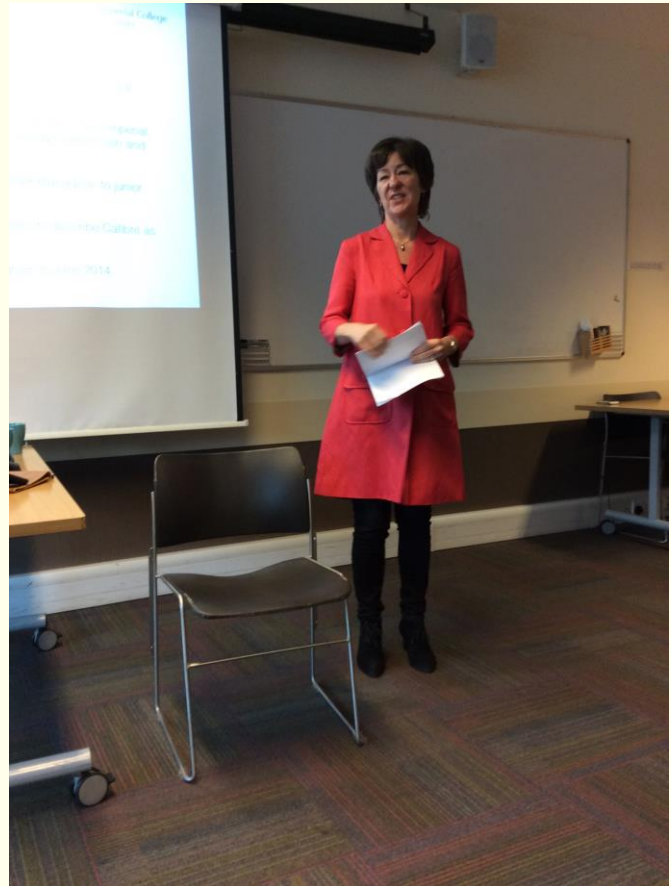
Learning Outcomes

- Optimise distinctive strengths as a Disabled Leader, drawing on the added value of multiple identities
- Understand and help transform the culture of the organisation, successfully delivering results and having impact
- Develop strategies for addressing some of the inequities and challenges encountered in the organisation
- Confidently use the added value of disability as a strength
- Develop a clear leadership brand, proactively managing reputation as an employee with a disability. Increase awareness of individual strengths and how to use these to maximum effect
- Confidence and motivation to pursue career progression in line with aspirations
- Increased ability to execute strategy and achieve results through a more inclusive style of working
- Develop an authentic, values driven leadership style that inspires others to perform and delivers results

Organisational Benefits

Amongst the benefits of a more diverse leadership by a programme targeted at disabled staff are the following:

- Enhance competitiveness through attracting and retaining competent employees who understand their clients' needs and respect their differences
- Improve performance and outcomes by creating a working environment where each



- employee is encouraged to reach his or her full potential
- Increased share of the market by attracting a more diverse range of customers and improving international links
- Enhanced and improved practices in people management
- Improved organisational standards, values and principles.

Programme Structure

An expert disabled researcher and trainer with a wealth of experience coaching professionals within both the public and private sectors will deliver the programme.

The modules, including a one-day introductory workshop, will take five days spread over Winter/Spring 2018.

The modules will be primarily held at Imperial College London with a one-day workshop held at a venue in central London.

Time required outside the classroom

In addition to attending the modules, participants should expect to spend time outside the classroom to carry out some project work and work related to their learning logs and learning sets.

Attendance and Participation

In order to complete the programme, participants must attend the introductory workshop, and all the programme modules. Appropriate participation will be expected in the workshops, modules and the away day.

Interested?

All interested participants need to discuss their participation with their managers then register their interest by contacting: equality@imperial.ac.uk

Programme Dates 2018

17th January 2018
24th January 2018
14th February 2018
23rd February 2018
26th March 2018
20th April 2018 Graduation

Calibre is accredited by the Institute of Leadership and Management and all participants will receive a certificate.

