



## Programme overview and criteria

Applicants should self-identify as female and meet the following criteria:

- a) be currently employed by the University or by a college of the University; and
- b) have the practical support of whomever they formally report to as follows –
  - willingness to grant for time away from standard duties to attend all of the workshops and complete self-directed learning in between workshops
  - provision of opportunities to practise skills learned on the course

**Supporting statement:** All applicants will be asked to provide a short statement detailing what they hope to achieve by attending the programme, using the prompts below to demonstrate that their development needs are a good fit for the programme.

- How you have gone about identifying areas in which you are/may not be fulfilling your potential
- What tells you that you may need to develop your confidence at work/outside of work or both
- How you have gone about identifying your current strengths
- How you have you identified any challenges in your personal life/your work life/you career that might be holding you back
- How you feel about working in a group/with others to identify your aspirations and work towards them
- How you feel about undertaking some self-directed/independent learning in order to achieve your goals
- Your ability to commit the time to the programme, to attend all workshops and complete work in between workshops

## Programme overview

This programme is an award-winning personal and professional development programme, designed and developed by women for women. It has been created specifically to enable women to achieve their full potential both at work and in their personal lives. Springboard aims to enable women to review their life position, clarify their aspirations and work out, in a mutually supportive environment, a means of navigating their way towards their desired future. It is for all staff, regardless of career, life stages, role or background. Some women who take part are aware that they are at a personal crossroads, some are aware that they want to make a change without knowing why or what that is and some have a very clear idea of their future direction of travel and are looking to develop their confidence in achieving this.

**Workshop one:** An introduction to each other and to the programme; introduction to individual core values and how our values inform the decisions and actions we take in all areas of our lives; identifying our current strengths and weaknesses and identifying our Springboard objectives and action points.



**Workshop two:** Developing a greater understanding of ourselves, what and who influences us; considering how we experience change and how we can initiate it in our lives; further work on setting goals and action points for ourselves.

**Workshop three:** An introduction to assertive communication and applying it to real life situations.

**Workshop four:** Sharing and celebrating achievements so far; an opportunity to continue to practise effective communication; looking ahead to the future and considering next steps to ensure learning continues and identifying further ways in which it can be applied in all areas of our lives.

**Workshop five (six months later):** An opportunity to reconnect with one another and reflect on how far we've come in relation to our Springboard goals and objectives and to gain some further guidance, help and support from one another.