

**“AdvanceHE**

5 YEARS SUPPORTING THE SECTOR

**5**

YEAR  
ANNIVERSARY

**We help higher education organisations be the best they can be, by unlocking the potential of their people**

Development programmes, conferences and events for those working in higher education

**2023 – 2024**



## Welcome to the 2023-24 open portfolio from Advance HE

Our 2023-24 portfolio is shaped by your feedback and informed by sector expertise, the latest research, policy and thought leadership to help improve strategic planning, organisational culture change and develop new and innovative practices.

Your feedback highlights the value of getting back to face-to-face conferences and development programmes, at the same time benefitting from the flexibility of hybrid, providing an unrivalled richness of learning, development and networking.

This year the portfolio has gone from strength to strength as we celebrated our 50th cohort of Top Management Programme (TMP), 10 years of our women's leadership programme Aurora – including reaching 10,000 Aurorans – and the launch of our VC Transitions Masterclass. We have also seen record numbers engage with our portfolio.

We understand your strategic priorities and ambitions and, as a people organisation, we know that people and leadership development are key to delivering strategic change. Given financial pressures it is more important than ever to ensure that development investment is effective and drives impact.

We are privileged to play a valuable role convening members to share experience, insight and co-

create solutions, helping institutions to think differently and deliver successful outcomes. We use this same approach, so our development opportunities make a difference and deliver both personal and institutional impact.

We are constantly refreshing our facilitators and content; our conferences address cutting-edge themes such as AI and Freedom of Speech. We will be piloting a new Leading Educational Change Programme, enhancing our coaching, and launching an alumni offer for TMP and Aurora so participants can further benefit from a valuable peer network.

There is an increasing demand for us to deliver effective and impactful programmes across an institution or department, so do please get in touch if there is a particular ambition you're trying to achieve.

Finally, we look forward to welcoming you, working with you, and learning with you in the coming year and beyond.

With very best wishes



Alison Johns  
Chief Executive



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We understand your strategic priorities and ambitions and, as a people organisation, we know that people and leadership development are key to delivering strategic change.”

Alison Johns  
CEO, Advance HE

# Creating knowledge-sharing opportunities and fuelling professional development

Empowering staff through professional development, immersive learning experiences and opportunities to explore and share good practice is particularly important in periods of challenge.

Today, the imperative to deliver value coupled with new challenges, such as managing the increasing impact of artificial intelligence (AI), highlights the importance of investing in the development of staff skills so they can meet growing expectations and realise their full talents and potential and contribute to institutional success.

We are committed to working with you to help deliver on your priorities and ambitions by supporting you to address the barriers that could be impacting your own, or your team's, professional development or enhancement of practice.

## Introducing our programmes, events and conferences portfolio

Our 2023-24 portfolio will play an invaluable role in supporting the sector's drive in enhancing practice, whilst improving and sustaining the quality and standards that underpin student, staff and institutional success.

Shaped by feedback from across the higher education sector, our new portfolio blends high quality learning and insight-sharing opportunities delivered using a range of innovative techniques and platforms both in person and virtually.

## Bringing the sector together

Underpinned by Advance HE's global membership of more than 400 higher education providers and building on the enthusiasm of the thousands of participants who attended face-to-face programmes, events, and conferences in 2022-23 this year's portfolio will enable higher education professionals to come together, creating a community to connect and collaborate with peers from across the globe. Our virtual delivery continues to create new opportunities to share knowledge and is designed to maximise value, flexibility, accessibility and engagement for all participants.

The convening role Advance HE occupies within HE enables the sharing of experiences and best practice, gaining insights from the work of others, discussing solutions and actions for your institution and developing peer-support networks.



## Our portfolio provides you, your teams and your institution with the following benefits:

- + support for the continued enhancement of teaching and learning at all levels to support student success. Addressing student engagement and outcomes with active student participants;
- + design and structure to provide effective pathways of development that support the building of an increasingly diverse pool of leaders and enhances the skills and cultural competence of existing and future leaders;
- + support in addressing issues of equality, diversity and inclusion across both student and staff populations;
- + support to help tackle and improve strategic planning and organisational culture change and develop new and innovative practices;
- + support in the enhancement of effective institutional governance reinforced by a diversified and inclusive leadership that is responsive and adaptable.

# Creating knowledge-sharing opportunities and fuelling professional development

## Our 2023-24 portfolio

Our **programmes** portfolio continues to support all levels of leadership. It keeps pace with new approaches to leadership and takes advantage of modern technology to deliver an unparalleled development experience to participants. We use our in-depth understanding of HE practice, working with people, providers and systems around the world, ensuring that our programmes are enriched with context and contributions from the HE sector and beyond.

Our **events workshops, symposia and colloquia** are designed to respond to your requirements in a practical, action-based setting, providing you with insights and tools to implement in your practice.

Our established and innovative programme of **conferences** are refreshed every year to ensure that they address current themes. Many are peer-led and provide the opportunity to hear about the latest developments in policy and

practice, network with and gain insights from others, as well as collaborating on solutions and actions that can be applied in your own institution.

## Customised development delivery

Working with you, we can customise our offer to provide many of our programmes and events in-house. We also provide one-to-one coaching designed to help individuals looking to take the next step or develop new perspectives and solutions.

## Additional benefit for Advance HE members

Advance HE members benefit from a 25% discount on our portfolio that includes the popular Teaching and Learning, EDI and Governance conferences, the leadership development initiative for women, Aurora, and our flagship senior leader development Top Management Programme for HE.



## NEW – Plan your 2023-24 professional development

Whether you are looking to enhance your practice, share insights or identify the next step in your professional development, our new digital Development Planner is available now on our website to support you.

By answering a few short questions our new Development Planner will guide you to a range of development opportunities that meet your requirements.

This new digital tool is free to use and available now.

 Visit [advance-he.ac.uk/development-planner](https://advance-he.ac.uk/development-planner)

## Our areas of expertise

Our portfolio is focused on our five areas of expertise, teaching and learning for student success, strategic leadership, developing leadership, equality, diversity and inclusion (EDI) and effective governance.

The 2023-24 portfolio provides solutions that offer quality, flexibility and value, helping equip colleagues with learning, tools, techniques and new insights. We provide spaces and opportunities that promote engagement, sharing and collaboration for participants that enhance the learning and sharing experience.

## Teaching and Learning for Student Success

In the rapidly changing HE sector the decisions about how and where we teach, and structure the student educational experience, have never been more important. Our portfolio has been designed to enable the development and sharing of enhanced practice to support the achievement of sustainable teaching excellence.

- + Fellowship Application Builder (11 September 2023, 23 October 2023, 6 November 2023, 24 January 2024, 1 April 2024, 3 June 2024) [more info](#)
- + Exploring Theory of Change using 'ChangeBusters' (27 September 2023) [more info](#)
- + Inclusive Learning and Teaching Series (October 2023-February 2024, March 2024-July 2024) [more info](#)
- + New to Teaching (October 2023, February 2024) [more info](#)
- + Personal Development Course for External Examiners (11 October 2023, 21 November 2023, 15 February 2024, 15 March 2024, 16 May 2024, 14 June 2024) [more info](#)
- + Enhancing Programme Leadership Programme (12 October 2023, 18 January 2023, 18 April 2024) [more info](#)
- + Introduction to EDI in Teaching and Learning (17 October 2023, 12 March 2024) [more info](#)
- + Assessment and Feedback Symposium (7 November 2023) [more info](#)
- + Inclusive and Equitable Assessment and Feedback (8 November 2023, 10 April 2024) [more info](#)
- + Inclusive Curriculum (28 November 2023, 1 May 2024) [more info](#)
- + Senior Fellow Writing Retreats (28 November 2023, 20 February 2024, 20 June 2024, 16 July 2024) [more info](#)

- + NETworking and Innovation in Healthcare Education Conference 2023 (5-7 December 2023) [more info](#)
- + Inclusive Engagement (10 January 2024, 4 June 2024) [more info](#)
- + Students as Co-creators Symposium (31 January 2024) [more info](#)
- + Leading on Inclusive Teaching and Learning (6 February 2024, 9 July 2024) [more info](#)
- + Artificial Intelligence Symposium (27 February 2024) [more info](#)
- + Sustainability Symposium (20 March 2024) [more info](#)
- + Student Engagement Conference 2024 (18 April 2024) [more info](#)
- + Employability Symposium (25 April 2024) [more info](#)
- + Student Retention and Success Symposium (14 May 2024) [more info](#)
- + Flexible Learning Symposium (5 June 2024) [more info](#)
- + Sustainability Conference (12 June 2024) [more info](#)
- + Teaching and Learning Conference 2024 (2-4 July 2024) [more info](#)
- + Principal Fellow Record of Educational Impact – Application Support (dates agreed with participants) [more info](#)

Find out more about how our portfolio supports Teaching and Learning for Student Success visit [advance-he.ac.uk/programme-events/teaching-learningstudent-success-higher-education](https://advance-he.ac.uk/programme-events/teaching-learningstudent-success-higher-education)



The yearly Employability Symposium is a great opportunity to network with colleagues in the field who share similar interests and passion to enhance and improve the employability prospects of students in HE in the UK.”

Dr Pauldy Otermans,  
Senior Lecturer in Psychology,  
Brunel University London



## Strategic Leadership

Designed for those in senior or strategic roles, our strategic leadership portfolio supports the development of a strategic outlook and skillset to lead across organisational boundaries using rich and immersive experiential learning delivered by facilitators from inside and outside HE with a deep and enduring knowledge of its wonders and challenges.

- + **Transformative Conversations Programme (2 October 2023) more info**
- + **Strategic Leadership Programme (8 November 2023) more info**
- + **Top Management Programme for Higher Education more info**
- + **Vice Chancellor Transition Programme more info**
- + **One-to-One Executive Coaching (Ongoing recruitment) more info**
- + **Principal Fellow Record of Educational Impact – Application Support (dates agreed with participants) more info**
- + **Sustainability Conference 2024 (12 June 2024) more info**

👉 Find out more about how our portfolio supports Strategic Leadership visit [advance-he.ac.uk/programme-events/strategic-leadership-higher-education](https://advance-he.ac.uk/programme-events/strategic-leadership-higher-education)



I would strongly recommend the Strategic Leadership Portfolio to anyone in the HE sector with responsibility for strategic leadership. It provides participants with a broad range of applicable tools and approaches applicable to their setting, as well as being an excellent networking opportunity.”

**Seth Townley,  
The Open University**



This was an excellent opportunity to reflect on communication issues at work, and learn new strategies.”

**Stephanie Aldred,  
Academic Developer, Manchester Metropolitan, Transformative Conversations Programme participant**



## Advance HE digital awards and certificates

Advance HE is creating a new home for digitally recognised professional learning and development, supporting career development and institutional succession planning. Whether you were a conference presenter or programme completer, you can now share and celebrate your Advance HE learning and achievements with digitally verified certificates.

👉 Find out more about our digital awards and certificates  
[advance-he.ac.uk/recognition/digitally-recognised-learning](https://advance-he.ac.uk/recognition/digitally-recognised-learning)



## Developing Leadership

Diverse and representative leadership at all levels in higher education is critical to meeting the challenges currently facing the sector. Our portfolio helps to create pathways to leadership and will support you in building a more diverse pool of leaders with the skills, competencies and behaviours that enable and enhance effective HE leadership now and into the future.

- + **Diversifying Leadership Programme**  
(7 September 2023, 18 January 2024, 1 March 2024) [more info](#)
- + **Transformative Conversations Programme** (2 October 2023) [more info](#)
- + **Inclusive Leadership** (5 October 2023, 10 January 2024) [more info](#)
- + **Enhancing Programme Leadership Programme**  
(12 October 2023, 18 January 2024, 18 April 2024) [more info](#)
- + **Transition to Leadership Programme** (19 October 2023, 29 February 2024) [more info](#)
- + **Leading Departments** (12 October 2023, 13 March 2024) [more info](#)
- + **Aurora** (cohorts commence in September 2023) [more info](#)
- + **Senior Women's Leadership Development Programme** (October 2023, March 2024) [more info](#)
- + **Research Team Leadership Programme**  
(5 October 2023, 1 February 2024, 23 May 2024) [more info](#)
- + **Preparing for Senior Strategic Leadership Programme**  
(22 November 2023) [more info](#)
- + **Senior Fellow Writing Retreats**  
(28 November 2023, 20 February 2024, 20 June 2024, 16 July 2024) [more info](#)
- + **Leading on Inclusive Teaching and Learning** (6 February 2024, 9 July 2024) [more info](#)

🖱️ Find out more about how our portfolio supports Developing Leadership  
visit [advance-he.ac.uk/programme-events/developing-leadership](https://advance-he.ac.uk/programme-events/developing-leadership)

“

Participating in the Diversifying Leadership Programme has been a transformative journey, expanding my horizons and challenging my perspectives. Through this program, I've embraced the power of diversity and inclusion, realizing that true leadership is about amplifying voices, fostering collaboration, and driving positive change for a more equitable and vibrant future.”

Lucas Malla,  
London School of Hygiene and  
Tropical Medicine, Assistant Professor  
(Medical Statistics), Diversifying Leadership  
Programme participant

“

The Preparing for Senior Strategic Leadership programme provided an excellent opportunity to learn more about leadership and my own leadership approaches. It is important to me that I take the time to develop my leadership practices and meet with colleagues across the sector.”

Jane Pritchard,  
University of Oxford

## Equality, Diversity and Inclusion (EDI)

Our EDI portfolio supports the addressing of barriers to career development and progression and recognises intersectionality and individual difference as a source of enriching diversity. It can equip staff and stakeholders in strengthening and supporting equality, diversity and inclusion, helping you to undertake positive action to tackle inequality and under-representation.

- + **Diversifying Leadership Programme** (cohorts commence 7 September 2023, 18 January 2024, 1 March 2024) [more info](#)
- + **Inclusive Learning and Teaching Series** (October 2023-February 2024, March 2024-July 2024) [more info](#)
- + **Introduction to EDI in Teaching and Learning** (17 October 2023, 12 March 2024) [more info](#)
- + **Aurora** (cohorts commence in October 2023) [more info](#)
- + **Inclusive and Equitable Assessment and Feedback** (8 Nov 2023, 10 April 2024) [more info](#)
- + **Inclusive Curriculum** (28 November 2023, 1 May 2024) [more info](#)
- + **Equality, Diversity and Inclusion Colloquium** (15 December 2023) [more info](#)
- + **Inclusive Leadership** (5 October 2023, 10 January 2024) [more info](#)
- + **Leading on Inclusive Teaching and Learning** (6 February 2024, 9 July 2024) [more info](#)
- + **Equality Diversity and Inclusion Conference 2024** (6-7 March 2024) [more info](#)
- + **Mental Wellbeing in HE Conference 2024** (15 May 2024) [more info](#)
- + **Inclusive Engagement** (10 January 2024, 4 June 2024) [more info](#)
- + **Decolonising Pedagogies** (18 June 2024) [more info](#)

➤ To find out more about how our portfolio supports Equality, Diversity and Inclusion visit [advance-he.ac.uk/programme-events/equality-diversity-inclusion](https://advance-he.ac.uk/programme-events/equality-diversity-inclusion)

“

What an incredibly useful, inclusive conference, full of good practice, dedicated colleagues, kindness, eagerness to learn and share.”

**Dr Valentina Cardo,**  
Athena Swan Co-Chair,  
University of Southampton, Equality,  
Diversity and Inclusion  
Conference delegat

“

The Diversifying Leadership programme is a great way to reflect and challenge yourself personally and professionally. The programme has unlocked different ways of reflection and ways in which I can value my contributions at work. Additionally, the team provide a safe and open space to discuss, which has been empowering. Thank you.”

**Suhayla Lahrichi-Greenwood,**  
Graduate Success Lead,  
Kingston University

## Effective Governance

We have experience and expertise in supporting governing bodies to aid with board effectiveness, governor development, strategic sessions and wider support for the governance community. Our support is realised through our Governance Development Programme (GDP), topical events, action research, national programmes and tailored services for individual institutions.

- + **Student Governor (7 September 2023, 24 January 2024) [more info](#)**
- + **GDP Induction to HE Governance for new Governors (11 October 2023, 10 April 2024) [more info](#)**
- + **GDP New Governors of Scottish HEIs (25 October 2023) [more info](#)**
- + **GDP Role and Responsibilities of Staff Governors (15 November 2023) [more info](#)**
- + **Governance Conference 2023 (23 November 2023) [more info](#)**
- + **GDP Nominations Committee - Skills and Diversity on the Board (13 December 2023) [more info](#)**
- + **Governance Professionals in HE Programme (23 January 2024) [more info](#)**
- + **GDP Leading the Board (28 February 2024) [more info](#)**
- + **GDP Nominations Committee - Audit and Risk (13 March 2024) [more info](#)**
- + **GDP Governance in Wales (17 April 2024) [more info](#)**
- + **Advance HE Clerks and Secretaries Network Event (15 May 2024) [more info](#)**
- + **GDP: Governance in Scotland (22 May 2024) [more info](#)**
- + **GDP Student Experience and Academic Assurance (26 June 2024) [more info](#)**

👉 Find out more about how our portfolio supports Effective Governance visit [advance-he.ac.uk/programme-events/effective-governance-higher-education](https://advance-he.ac.uk/programme-events/effective-governance-higher-education)



“Advance HE has provided me with some truly wonderful and insightful conferences since I have taken up my new post in a student union. Providing me with the knowledge, the ability to effectively question and scrutinise. I look forward to attending my next Advance HE event.”

**Ben Broadhurst,**  
Edge Hill Student Union,  
Education President,  
Governance Conference  
delegate



“Fantastic opportunity to meet with other governance professionals and governors to learn best practice and understand you all face the same challenges!”

**Dr Emma Tomsett,**  
University Secretariat Manager,  
Buckinghamshire New University,  
Governance Conference  
delegate

## Coaching for Excellence

Advance HE offers a dedicated one-to-one executive coaching service with a pool of highly skilled and diverse coaches from across the HE sector and beyond. Individual and peer-to-peer coaching is also embedded in many of our programmes.

The challenges facing higher education are complex and demanding. Leaders at all levels need access to support and development that allows them to reflect and build on their current practices. We have witnessed the power of coaching to support leaders to deliver critical projects, to manage teams, and to define and deliver strategic outcomes.

Our coaching can be tailored to your needs and that of your institution and can include the following types:

- + executive coaching
- + senior leader coaching
- + established leader coaching
- + transitions leadership coaching
- + technical expert to people leader
- + coaching to embed leadership programme learning
- + team and peer-group coaching.

Coaching provides a confidential thinking space, an opportunity to create a personal and professional vision and a route to achieving it, to understand and positively disrupt unhelpful patterns of thinking and behaviour, and to benefit from the safety and rigour of working with our professionally trained coaches.

👉 Find out more about our One-to-One Executive Coaching visit [advance-he.ac.uk/programmes-events/coaching](https://advance-he.ac.uk/programmes-events/coaching)



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# Bespoke professional development: designed, developed and delivered for your institution

For over 15 years we have worked with institutions and organisations all over the world to build and deliver effective programmes and training to address their challenges or enhance operations.

## Consultancy and Enhancement Services

Your challenges are our priorities

As well as our bespoke development programmes, we provide strategic consultancy, development and enhancement services to help education ministries and institutions to be world-class providers of higher education.

As a sector-owned charity, Advance HE provides expertise and evidence-based insights to help organisations and institutions address challenges in the higher education sector. We work with partners to develop and deliver transformational and sustainable strategies, building their capacity and capability to improve performance for organisations, teams and individuals.

We understand that no two institutions are the same. We tailor our solutions to meet the differing priorities and goals of our partners, within the wider context of the higher education sector.

We have a particular focus on:

- + **strategic consultancy, governance and insights**
- + **teaching and learning for student and institutional success**
- + **driving progress in equality, diversity and inclusion (EDI)**
- + **transforming leadership for the new world.**

Our commitment is to bring our extensive expertise to support you to meet your challenges and achieve your goals.

Find out more about our Consultancy and Enhancement Services visit [advance-he.ac.uk/consultancy-and-enhancement-services](https://advance-he.ac.uk/consultancy-and-enhancement-services)

Advance HE members benefit from a **10% discount on our Consultancy and Enhancement Services.**



The Inclusive Leadership Programme in partnership with Advance HE aligns with the University's Vision 2030 and Strategy 2025 and the long-term strategic commitment to develop and embed a more inclusive approach to leadership and the overall culture of the institution for both staff and students.

All great organisations need great leadership. This programme is tailored to our needs and aspirations as an organisation. It creates a shared learning environment where current and aspiring leaders can explore their own leadership and develop so that they are confident in being bold, innovative, collaborative and inclusive in their approach.

This is a new approach for us in this important area and I'm looking forward to seeing it deliver the positive impacts that we hope for."

**Professor Graham Galbraith**  
Vice-Chancellor,  
University of Portsmouth.

## Bespoke Development Programmes and Training

We can work closely with you to deliver high impact solutions equipping your staff with the required skills, knowledge and confidence to thrive in their roles and to develop their capabilities both individually and collectively.

Our work cuts across our key strands of expertise including teaching and learning, individual and team leadership development, equality, diversity and inclusion, governance and research.

Our solutions are based on our in-depth expertise and build on the products and services offered through our portfolio of programmes and events. We have a substantive and diverse pool of content experts who will work closely with you to assess your current needs and develop a solution that is highly customised and individual to your organisation.

Find out more about Bespoke Development Programmes and Training visit [advance-he.ac.uk/programmes-events/bespoke-development-programmes-training](https://advance-he.ac.uk/programmes-events/bespoke-development-programmes-training)

Advance HE members benefit from a **10% discount on our Bespoke Development Programmes and Training.**



# Development Pathway

Our Development Pathway helps you find the best option for your needs or the needs of those you manage.



# Advance HE Membership for higher education providers

Advance HE membership gives your institution access to world-leading services to support you in shaping your future in today's highly competitive HE market.

Membership for 2023–24 is shaped in consultation with our members. We understand members' different contexts and are focused on ensuring membership delivers impact where you need it. Throughout the year, the priorities we will be supporting you to address include:

- + responding to the combined impact of AI, the cost-of-living crisis and student engagement in a post-pandemic context
- + promoting a strong sense of belonging and addressing retention
- + understanding and responding to changes and challenges in the regulatory environment
- + attracting, retaining and rewarding talented staff with progressive pathways
- + growing a shared leadership of EDI and developing cultural competence
- + balancing research and teaching and building a positive research culture.

Our growing global membership provides valuable opportunities for shared experience and learning. Grounding all that we do in evidence we will continue to bring our more than 400 members together to collaborate with each other to address challenges, and we will partner with other organisations such as Jisc and QAA to provide you with the co-ordinated infrastructure to best enable success for you and the sector.

 Find out more about Advance HE membership  
[advance-he.ac.uk/membership](https://advance-he.ac.uk/membership)

Advance HE Membership enabled the strategic project to update the Student Success Frameworks, helping the sector deliver on educational strategic imperatives relating to assessment, student engagement and employability.

The revised Professional Standards Framework (PSF) for teaching and supporting learning was launched in 2023, enabled by Advance HE Membership.

Working with the sector, Advance HE undertook a significant project around leadership across our global membership, a key outcome of which was a survey for leadership in higher education, research institutes and related organisations within the UK and beyond.

[advance-he.ac.uk](https://advance-he.ac.uk)

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## Helping HE shape its future

Advance HE is a member-led, sector-owned charity that works with institutions and higher education across the world to improve higher education for staff, students and society. We are proud to have a distinctive role helping higher education and research be the best it can be worldwide, founded on a deep-rooted partnership with the sector.

**AdvanceHE**

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