**Diversifying Leadership: Sponsors**

As part of the Diversifying Leadership programme, participants are asked to seek out a sponsor from within their institution who will support them throughout (and potentially beyond) the duration of the programme. The time commitment will be negotiated between the sponsor and the participant.

A note on selecting a sponsor: ln this application we ask that you identify a potential sponsor at your university. This person needs to be 2 or 3 levels above your current level. However, we have found that some participants have identified more suitable sponsors after completing the Orientation Webinar and Module 1 of the programme. There will be options to discuss changing or approaching different sponsors in the early stages of commencing the programme. Though we strongly advise that in the application process you should list someone you believe will be helpful when navigating your career plans at your institution.

**Selecting a Sponsor**

**Sponsor Toolkit**

HEFCE and the four funding councils have commissioned Advance HE to create a [toolkit for sponsors](https://www.advance-he.ac.uk/programmes-events/development-programmes/new-to-leading/diversifying-leadership#Toolkit) on the Diversifying Leadership programme. It is strongly recommended that participants also engage with the materials, in particular and prior to joining the programme, Section 2 – The role of the sponsor. This will help inform participants when selecting their sponsor. Participants can directly approach a senior member of staff to be their sponsor or alternatively seek advice from either HR & Staff development department and/or the Equality & Diversity Lead within their institution.

**Role of a Sponsor**

Sponsorship is a special kind of relationship in which a more senior colleague provides structured support which may include:

* creating research productivity;
* career advice & guidance;
* navigate internal politics & structures; and
* provides access to projects

The Sponsor also uses his or her influence with senior members of staff to advocate for the participant.

**Benefits for Sponsors**

Acting as a Sponsor can help in the development of leadership skills and characteristics such as:

* **Action-Oriented Judgment:** by making decisions that moves the participant forward.
* **Task Competence**
* **Understanding employees and their needs:** effective sponsors pay attention to participants and genuinely care about helping them succeed, which translates to others.
* **Capacity to motivate people:** through inspiring a participant and motivating them to do their best.
* **Trustworthiness:** participants need to be able to depend upon and trust the person leading them.
* **Self-Confidence**
* **Adaptability and Flexibility:** by developing an ability to think outside of the box and adapt quickly to changing situations for the participant.
* **Creativity:** perhaps most importantly in terms of leadership skills, a sponsor not only possesses their own creativity, they are also able to foster creativity in the participant and ultimately among their staff members.

We ask that sponsors provide a note of support/endorsement (on letter headed paper) to include the following information:

|  |  |
| --- | --- |
| **Sponsor name**:  **Title/job title**:  **Email address**: | **Institution**:  **Participant name**: |
| **Statement of support and commitment from Sponsor:** | |

**Submitting your application**

Please highlight the cohort this application form applies to:

|  |  |
| --- | --- |
| **Cohort** | **Application Deadline** |
| DL Birmingham (20) | Friday 22nd December 2023 |
| DL Manchester (21) | Friday 9th February 2024 |
| DL London (22) | Thursday 14th March 2024 |

The deadline for applications for Diversifying Leadership vary depending on date and location – please see DL 23-24 Cohort Dates document attached in the original email**.** Please note, applications are based on a first come first serve basis and delegate places on this cohort may fill up prior to the deadline.

Once you have completed the personal statement and sponsor form please email these, along with the supporting statement to your institutional champion by your institutions internal deadline date. If you don’t have an institutional champion please send your supporting documents **programmes@advance-he.ac.uk** by the deadline date.

While we will confirm receipt of applications once we have received the application, Advance HE cannot be responsible for applications that do not arrive. We would recommend that you contact **programmes@advance-he.ac.uk** if you have not received notice that we have your application.