



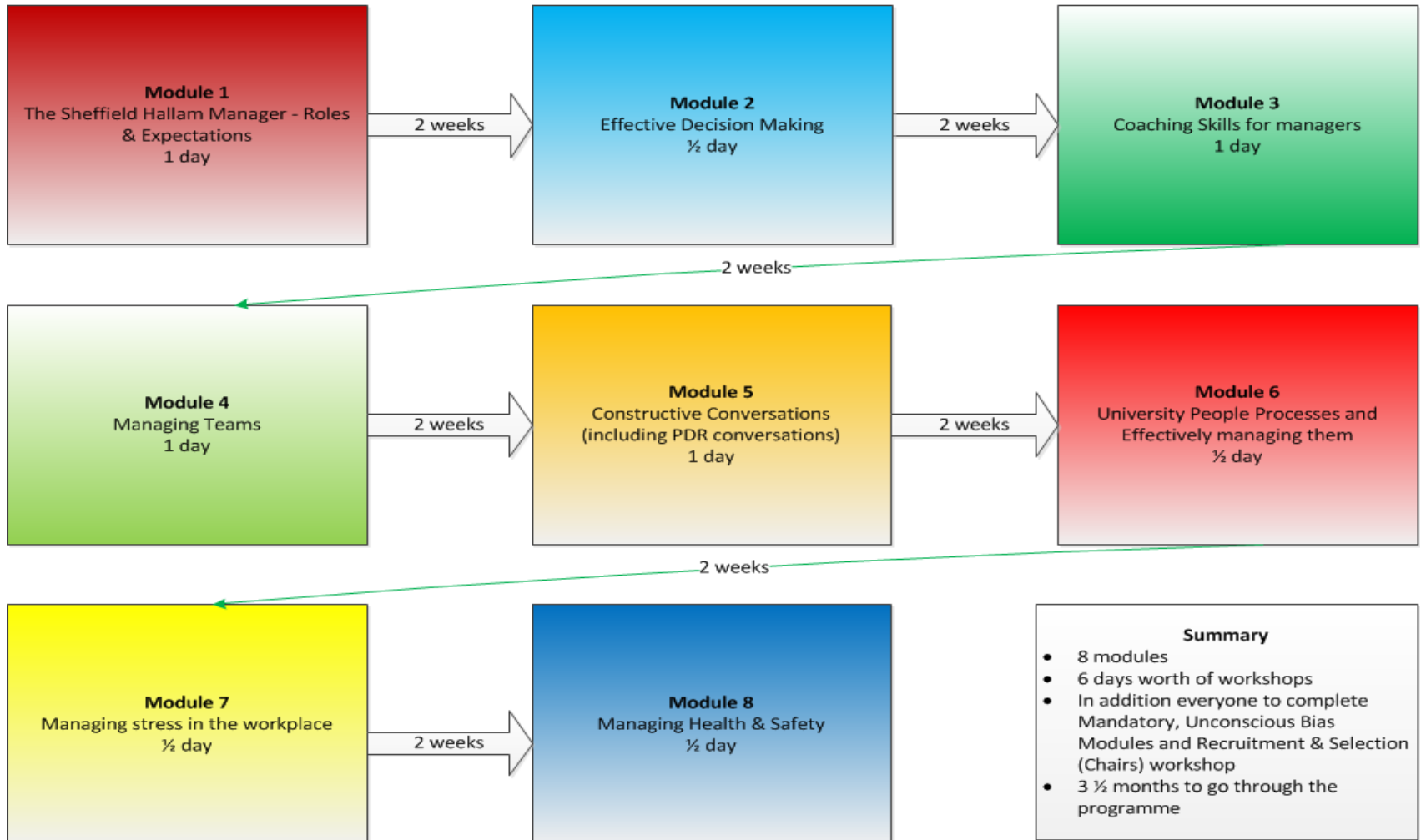
Session Aims

The session will provide an opportunity to:

- Outline Core Management Expectations and University requirements
- Reflect upon core management expectations and explore delegate aspirations
- Develop a shared vision of the role of 'Manager' in STA (in line with the core expectations)
- Explore challenges and discuss strategies to navigate and address them
- Reflect on individual areas of strength and development to inform a 'personal development plan' that will thread through the whole programme.

- You ensure your people understand what is expected of them
- You manage tools and resources effectively to help your people meet expectations
- You ensure your people have the right level of autonomy
- You ensure your people feel treated with dignity and respect
- You ensure your people feel listened to and supported
- You help your people develop their career
- You ensure your people have adequate access to you when they need you and you respond appropriately
- You manage unacceptable performance and behaviour in a fair and equitable manner
- You take responsibility to resolve problems within your remit
- You are prepared to make and implement difficult or unpopular decisions

The Essentials of Leadership and Management



| Management Reflections

Think about your best / worst experience of being managed:

- What did they do?
- What was the impact?





Core Expectations

- What do you understand about this core expectation?
- How does this look?
- Provide examples of where you have seen it done well.

Core Expectations continued...

Table Discussions

- What opportunities exist to meet the expectations?
- What challenges might stand in the way of meeting the expectations?
- How can we overcome these barriers?

Self-Reflection



- Complete the confidence ratings against each core expectation
- Pick 6 expectations and jot down 1 per post-it....
 - 3 expectations that you feel you show strength in (3 pink post-its)
 - 3 expectations that you feel you could develop in (3 yellow post-its)

| HR Support Available

[Hallam Leaders Home site](#)

- Management Essentials Toolkit
- Hallam Leaders Programme and Community

[Staff development options](#)

- Assertiveness and influencing
- Handling difficult conversations
- Time management essentials
- Wellbeing support
- Coaching and or Mentoring support

[HR Intranet Pages](#)

HR Operations Team - 4264

! HR Operations Mailbox

! HR Admin Mailbox

