What makes a great leader?
Introduction

Every successful organisation depends on great leaders. They’re the people who motivate teams, bring new ideas to the table, and know when to take risks. We’re no different here.

Even if you don’t think of yourself as a leader now, you may be just the sort of person we need to guide others and shape the future of the University.

Or perhaps you’re already a leader and enjoy it enough to want more.

The Leadership and Management Academy offers development programmes, mentoring, coaching and online resources to help you develop into the leader you want to be.

Not only does leadership boost your professional and personal development, you’ll have the chance to inspire others and be part of building their future.
What does a leader look like at the University of Nottingham?

We talked to people at the University about the demands of leadership – and what they look for in a leader. We identified 10 leadership themes that support anyone who leads, or would like to lead, at the University.

At the Leadership and Management Academy, these themes form the backbone of our approach to supporting you.

Different leaders combine themes in different ways. Depending on your role, you’ll want to make more or less of different skills. Our role is to help you explore all the possibilities and develop a combination that helps you lead your team successfully.

Ten Leadership Themes

- Strategic Leader
- Diplomatic Leader
- Commercial Leader
- Cultural Leader
- Team and Community Leader
- Future-Proof Leader
- Change Leader
- Organised Leader
- Motivated Leader
- Networked Leader
We are looking for people who can learn to make difficult decisions and leave their comfort zone. And that can take a bit of support.

We believe great leaders aren’t born, they’re made.

At the Leadership and Management Academy, we help people become more adventurous in their ideas and tackle challenges differently. We’ll help you to gain the confidence to admit when things don’t go to plan.
As a leader, you’ll have to overcome many obstacles. Through coaching and mentoring, we give you the chance to learn from the challenges you face.

It’s also important to pause. ‘My LMA’ is an online resource that provides a place to reflect on your learning and think about how you might handle future situations differently.

The Leadership and Management Academy helps you adapt to the new, and become future proof for long-term success.

**Resilience**

Situations change. That can be stressful. Resilience is your ability to adapt and spring back from both the inevitable and the unexpected.
Open-mindedness

A great leader never gets stuck in the same way of thinking. They listen to new ideas and speak to other leaders. It’s not just skills that make a great leader. It’s the right attitude.

As a part of the Leadership and Management Academy, you’ll join a community of leaders. You’ll meet, work and socialise with different people from different walks of life.

And you’ll also need to learn how to effectively cooperate with internal and external stakeholders to make sure the University runs smoothly.

The Leadership and Management Academy gives you the opportunity to network through conferences, forums and leadership programmes.
We’ll help you plan more strategically and use your time effectively (let’s face it, you’re already busy enough). You’ll be able to take an organised approach to your role and projects.

Leaders are committed to their success and their people. But also to learning. However far up the leadership ladder you’ve climbed, we can support you in a range of different ways.

The Leadership and Management Academy gives you the opportunities you need to be the best leader you can be.
When making decisions, leaders must be aware of how their choices will impact others. Knowledge is important but emotional intelligence is too.

A great leader understands others’ points of view, making difficult conversations easier. We show you how to communicate effectively and grow relationships within your team.

The Leadership and Management Academy is here to help you earn the respect of your team and be viewed as a great leader by others.

Awareness

Whether it’s something in the news or a change in attitude of a colleague, a great leader is aware of the world and their environment.
We’re a new department going through lots of change. I’ve moved up a level so my expectations and others’ expectations of me are increasing. I’m absolutely sure coaching has helped me get to grips with my new role and how I work with colleagues.

I would definitely recommend coaching to anyone moving into a higher role. I’m still using what I’ve learned about influencing, negotiating, and leading change – and across the whole University, not just my team.

Coaching has really helped me in that wider strategic role. The coach never told me what to do, but showed me things to try and gave me examples from other people at a similar level.

It’s helped me understand where I need to improve myself, and realise the things I’m good at that I can build on.

Christopher Hulse,
Director of Student Services
From development programmes to coaching, there are many ways we can help you on your leadership journey. There’s no single answer. **You pick the blend of learning and development that suits you.**

Visit the LMA homepage: www.nottingham.ac.uk/lma