



University of  
South Australia

# PROFESSORIAL LEAD

*Induction 2022*



AUSTRALIA'S  
UNIVERSITY OF  
ENTERPRISE



# INDUCTION OVERVIEW

Professorial Lead roles are pivotal to the successful and effective operation of our new academic structure and the quality of our programs and student experience.

The Professorial Lead Induction is aimed at supporting the new cohort of Professorial Leads to ensure they are provided with effective advice and support in key areas of governance and supervisory responsibility as defined by the *Professorial Lead Statement of Responsibility*;

- *The Professorial Lead works collaboratively as part of a panel of Professorial Leads within the Academic Unit, and in support of the Academic Unit executive team. Importantly, the Professorial Lead acts as a **role model** in establishing and fostering positive relationships with staff and students across the Academic Unit.*
- *The majority of Professorial Leads will have **supervisory responsibility** for a group of assigned academic staff. As part of this role, the Professorial Lead provides **mentorship and advice to direct reports to support them in the development of their academic careers**. The Professorial Lead will also hold responsibility for **performance development and management conversations**, as well as approving travel, leave, and other related expenditure for direct reports.*

The Professorial Lead induction has been split into two streams; core learning and recommended learning sessions. Everyone new to the Professorial Lead role is required to complete the core learning sessions and encouraged to choose those aspects from the recommended learning stream that are most beneficial for their individual development.

The induction activities will commence in August 2022 and conclude in November 2022. The core learnings will be delivered in-person and the recommended elements will utilise a range of learning methods from face to face workshops, live webinars, peer to peer sessions, videos and e-learning. Professorial Lead Induction may also be supported by the [UniSA Leadership Coaching Panel](#).

The core learning streams are:

 PROFESSORIAL LEAD OVERVIEW & INTRODUCTION - LEADERSHIP IMPACT	 COACHING FOR PERFORMANCE	 WORKING IN PARTNERSHIP & LEADERSHIP ENABLERS	 COACHING IN ACTION
<b>CORE FOUNDATIONAL ELEMENTS</b>			

# INDUCTION ROADMAP

## RESOURCES

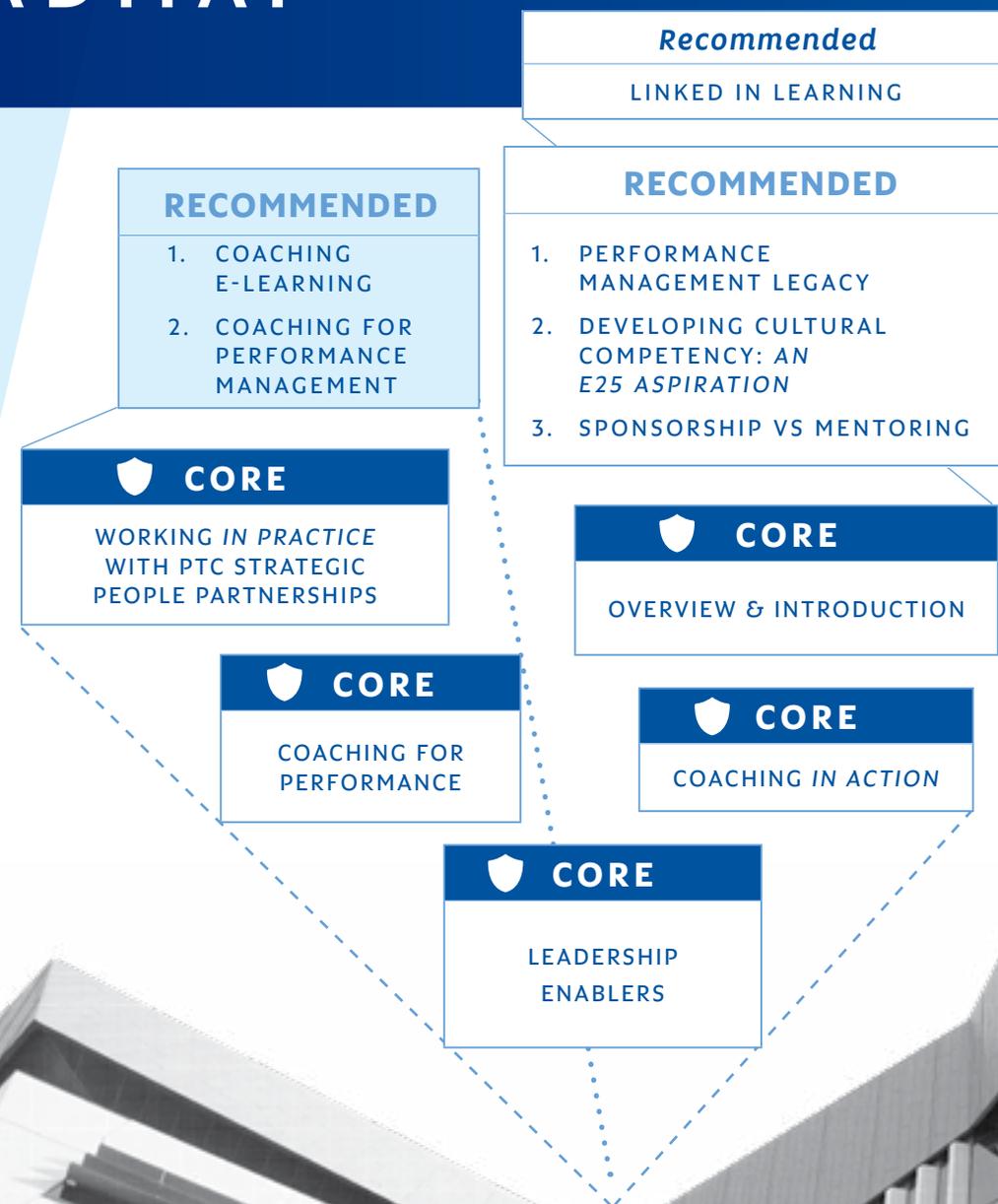
Resources for Professorial Leads (including related materials) will be held in a secure closed [SharePoint site](#) available to Professorial Leads and Academic Unit executive team members. To access the site, and learn more about the Professorial Lead Induction, [click here](#)

## TIMELINE

<b>23 AUG 2022</b> <i>evening</i>	— An evening to Welcome Professorial Leads
<b>24 AUG 2022</b>	— Overview & Introduction - <i>Leadership impact</i>
<b>VARIOUS TIMES</b>	— Working in Practice with PTC Strategic People Partnerships
<b>7 SEP 2022</b>	— Coaching for Performance
<b>18 OCT 2022</b>	— Coaching <i>in Action</i>
<b>21 NOV 2022</b>	— Leadership Enablers
<b>ONGOING</b>	— Recommended Learning Activities & Coaching

## SAVE THE DATE!

All Professorial Leads will be invited to attend activities via outlook calendar request. Each in-person learning event will be held once in 2022. If you have any questions or concerns regarding attendance, please contact People & Organisational Development at [staff.development@unisa.edu.au](mailto:staff.development@unisa.edu.au)





# SERIES LAUNCH

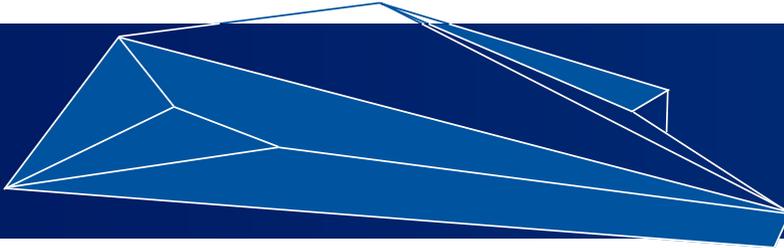
## *Core: The Vice Chancellor's welcome evening for Professorial Leads and Induction series launch*

The 2022 Professorial Lead induction series will commence with a welcome evening for all newly appointed Professorial Leads on Tuesday 23 August from 5pm - 6:30pm in UniSA's Kerry Packer Civic Gallery.

This welcome evening is an opportunity for the University's Enterprise Leadership Team to welcome new Professorial Leads to the role in-person, for participants to begin to connect with one another and senior colleagues, and to officially launch the 2022 series, ahead of the first core activity to be held the following day, Wednesday 24 August 2022.

### AN EVENING TO ...





# PROFESSORIAL LEAD

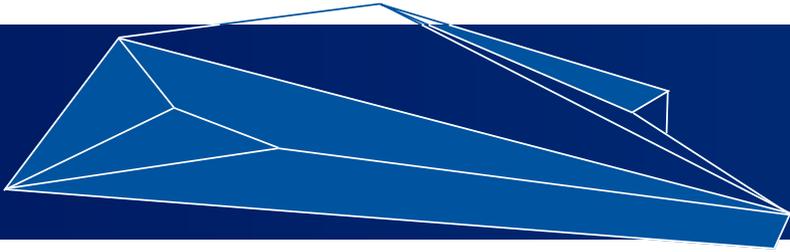
## Core: Professorial Lead Overview & Introduction - Leadership Impact

Wednesday 24 August, 9.00am – 1.00pm, Bradley Forum, City West Campus

The Core Learning activities of the 2022 *Professorial Lead Induction program* will commence with a **Professorial Lead Introduction & overview - Leadership Impact**. This 3 hour session will be held in-person on Wednesday 24 August in the University's Bradley Forum and hosted by Professor Joanne Cys, Provost & Chief Academic Officer and Ms Jane Booth, Executive Director: People, Talent & Culture

### Agenda

TIME	AGENDA	PRESENTER
9.00 – 9.30am	ARRIVAL, REGISTRATION & NETWORKING	
9.30 – 9.40am	Welcome, Kaurna Acknowledgment & Introduction	Ms Jane Booth Executive Director: People, Talent & Culture
9.40 – 10.10am	Academic Leadership and impact	Professor Joanne Cys, Provost & Chief Academic Officer
10.10 - 10.45am	People Leadership impact	Ms Jane Booth, Executive Director: People, Talent & Culture
10.45 – 11.15am	MORNING TEA	
11.15 - 12.00pm	Sharing reflections on the evening's questions • <i>Group discussions and reporting back on the questions posed at welcome evening</i>	All
12:00 - 12.10pm	Next steps & closing comments	Professor Joanne Cys & Ms Jane Booth
12.10pm onwards	CLOSE AND NETWORKING LUNCH	



# CORE LEARNING ACTIVITIES

## ***Core: Working in practice with PTC Strategic People Partnerships***

The second element of Professorial Lead induction will be an informal discussion with your local PTC Strategic People partner. This will be arranged by the business partner and will focus on:

- Core principles and key messages
- Agreeing working arrangements
- Briefing on existing cases and concerns

These will take place from August 2022.

## ***Core: Coaching for Performance***

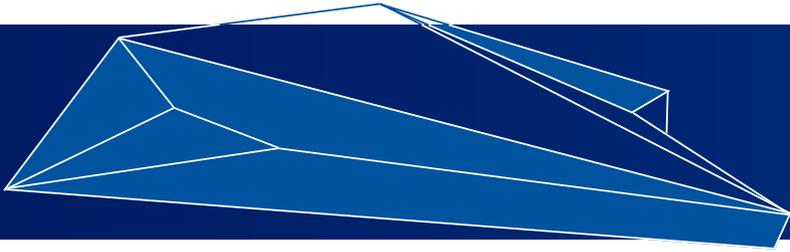
The third phase, ***Coaching for Performance*** will be delivered by the Executive Director of People Talent and Culture in-person in the Council room on Wednesday 7 September 2022.

This session will explore some of the core skills required and coaching techniques that can be used to enhance performance conversations and in effective performance development.

This session will include:

- The value of real performance development
- Different resources we have available
- Linking performance development to the big picture
- Understanding what team members may need from their supervisor
- How to shift from performance development to performance management





# CORE LEARNING ACTIVITIES

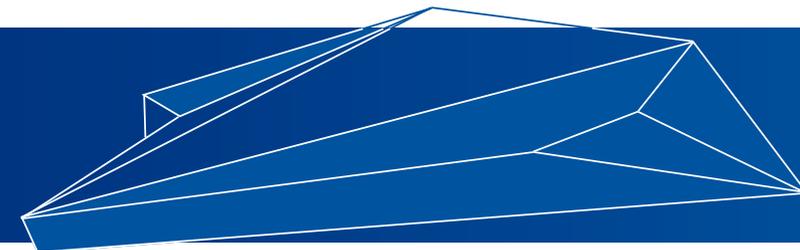
## *Core: Coaching in Action*

The third section, **Coaching in Action** will be held on Tuesday 18 October 2022. This section is designed to develop the skills and confidence to engage in performance conversations and practice communication strategies with professional actors. Skilled at creating a safe and trusting environment, the actors encourage participants to develop performance conversations based on best practice principles and practices, that are authentic for their own style and context.

This impactful learning experience will provide participants with objective feedback that will build confidence for future performance conversations.



# CORE LEARNING ACTIVITIES



## *Core: Leadership Enablers*

The final session, **Leadership Enablers** will be held on Monday 21 November 2022. This half-day session has been designed to enable participants the opportunity to reflect back on the series, their learnings and experiences in the role so far, and to share their insights, observations and strategies with colleagues and Executive Deans.

The morning will conclude with a leadership conversation - looking ahead to leadership plans and next steps.



# CURATED CONTENT

## Recommended Elements



Coaching for Performance



Coaching E-Learning



Performance Management Legacy



Sponsorship vs Mentoring



Developing cultural competency: an E25 aspiration



Linked in Learning

These activities will be advertised initially to the Professorial Lead cohort but will also be open to the broader senior leadership of the University from September. All activities will be advertised via the [People & Organisation Development](#) website and on the Professorial Leads [SharePoint site](#). The [Leadership Coaching Panel](#) is available to all Professorial Leads. Other activities will be communicated once all leadership development activities are scheduled and confirmed.

## Secure SharePoint site, Podcasts, videos & curated content

Curated and on-demand content





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