



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 coaching 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 mid-2022 and conclude in late-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	 COACHING FOR PERFORMANCE	 WORKING IN PRACTICE WITH PTC BUSINESS PARTNERSHIPS	 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

- SESSION 1** — Professorial Overview & Introduction
- ONGOING** — Working in Practice with PTC Business Partnerships
- SESSION 2** — Coaching for Performance
- SESSION 3** — Coaching *in Action*
- ONWARDS** — Recommended Learning Activities

## SESSION INVITATIONS

All Professorial Leads will be invited to attend activities via outlook calendar request, sent by UnISA Staff Development. Each learning event will be held once. Any questions or concerns regarding attendance can be raised with the [Manager: Talent & Organisational Development](#).

### RECOMMENDED

1. CORE INCLUSION E-LEARNING
2. COACHING FOR PERFORMANCE E-LEARNING

### Recommended

AUTHENTIC LEADERSHIP

### RECOMMENDED

1. ACCESS TO THE EXTERNAL COACHING PANEL
2. LINKED IN LEARNING
3. MANAGER'S TOOLKIT

### CORE

WORKING IN PRACTICE WITH PTC BUSINESS PARTNERSHIPS

### CORE

COACHING FOR PERFORMANCE

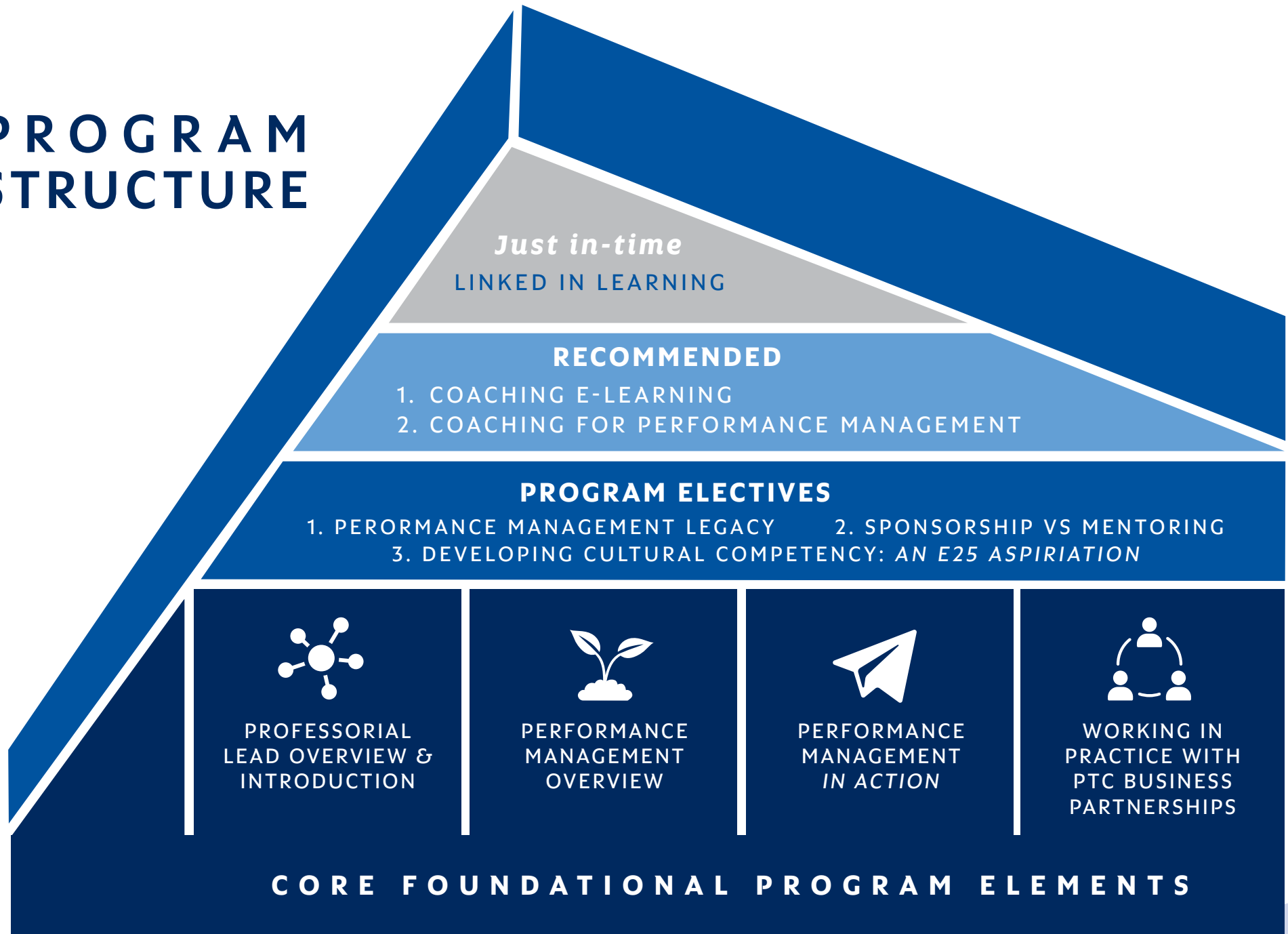
### CORE

COACHING IN ACTION

### CORE

PROFESSORIAL LEAD OVERVIEW & INTRODUCTION

# PROGRAM STRUCTURE



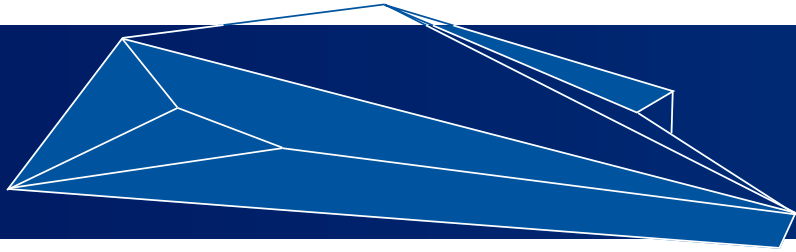


# CORE LEARNING ACTIVITIES

## Core: Professorial Lead Overview & Introduction

The Professorial Lead Induction will commence with **Professorial Lead introduction & overview - for all Professorial Leads**. This 3 hour session will be held in-person and include a range of internal speakers including the University's Provost & Chief Academic Officer, Deputy Vice Chancellor: Research & Enterprise and Executive Director: People, Talent & Culture. The agenda for this initial session is shown below. *All Professorial Leads are required to attend.*

TIME	AGENDA	PRESENTER
9:30 – 10.00am	<b>Welcome &amp; Introduction</b> <ul style="list-style-type: none"><li>· Overview and vision for the Professorial Lead role</li><li>· Understanding leadership impact</li></ul>	Professor Joanne Cys, Provost & Chief Academic Officer
10:00 - 10:30am	<b>Teaching &amp; Research nexus</b> <ul style="list-style-type: none"><li>· Research strategy and plans</li><li>· How Professorial Leads will work with Deans of Research</li></ul>	Professor Marnie Hughes-Warrington, Deputy Vice Chancellor: Research & Enterprise
BREAK		
10:45 - 11:05am	<b>Student and Academic Services</b> <ul style="list-style-type: none"><li>· Academic Organisational Transformation changes to academic policy &amp; processes</li></ul>	Mr Richard Irons, Director: Student & Academic Services
11:05 - 11:25am	<b>Finance</b> <ul style="list-style-type: none"><li>· Understanding systems &amp; processes</li></ul>	Mr Peter Prest, Chief Financial Officer: Finance Unit
11:25 - 11:45am	<b>People</b> <ul style="list-style-type: none"><li>· People Leadership Impact</li></ul>	Ms Jane Booth, Executive Director: People, Talent & Culture
11:45 - 12:05pm	Q&A	All
12:05 - 12:20pm	Next steps	Professor Joanne Cys & Ms Jane Booth
12.20 – 12.30pm	Closing comments	Professor Joanne Cys



# CORE LEARNING ACTIVITIES

## ***Core: Working in practice with PTC Business Partnerships***

The second element of Professorial Lead induction will be an informal discussion with your local PTC business 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 at various times in 2022.

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

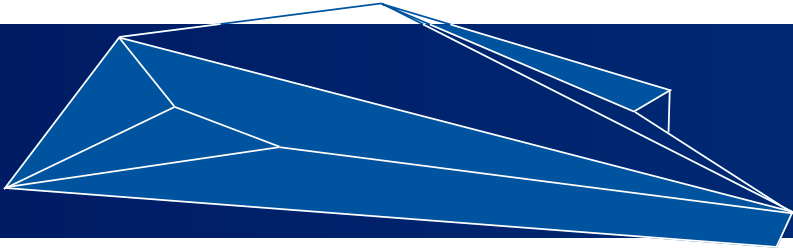
The third phase, ***Coaching for Performance*** will be delivered in-person. This half day workshop aims to provide an insight to the principles the University has committed to develop a high performance culture, the frameworks adopted and support leaders to use the tools that enable each PL to achieve optimum performance.

This session will include:

- Performance Principles
- Performance Frameworks
- Coaching for Performance Model

This session will be delivered by Jane Booth, Executive Director: People Talent & Culture, and the Manager: People & Organisational Development.





# CORE LEARNING ACTIVITIES

## Core: Coaching in Action

The final section, **Coaching in Action** will be held in late 2022. This session builds on the concepts introduced in coaching for performance and continues to support how to lead effective performance, in particular using the GROW coaching model as a way of structuring performance conversations.

This session will develop practical approaches to performance conversations and will include:

- Leadership impact
- Pivotal phrases
- Applying the GROW model in performance conversations



# RECOMMENDED ACTIVITIES

## Recommended Elements



Access to  
External Coaching  
Panel



Coaching E-Learning



Authentic  
Leadership



Core  
Inclusion



Manager's  
Toolkit



Linked in Learning

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.

## Podcasts, videos & curated content

Curated and on-demand content







University of  
South Australia

