



SEEING INTO THE LIGHT: SOME PERSONAL EXPERIENCES OF THE AURORA PROGRAMME

ORTHODOXIA KYRIACOU

MIDDLESEX UNIVERSITY BUSINESS SCHOOL

MY BACKGROUND

- Associate Professor , 24 years of teaching experience in UK universities
- Prior roles, Programme Leader for undergraduate, postgraduate programmes and Curriculum Leader
- Extensive teaching experience of accounting modules
- Considerable mentoring experience

WHY CONSIDER A WOMEN'S LEADERSHIP PROGRAMME?

- NO EXPERIENCE OF DIRECTLY MANAGING COLLEAGUES

WHY CONSIDER A WOMEN'S LEADERSHIP PROGRAMME?

- Learn skills to effectively manage people in my cluster research leader role.
- Network with other women and learn from their experiences
- Create space to reflect on career and progression

AURORA PROGRAMME

- Run by Leadership Foundation for Higher Education (now Advance HE)
- 'Aurora is our development programme for all people who identify as a woman. It is a unique partnership initiative bringing together leadership experts and higher education institutions to take positive action to address the under-representation of women in leadership positions in the sector' (www.ifhe.ac.uk-Aurora)
- 6 full day programme run over 6 months (1 day per month)
- Follow up meetings with mentor from home institution

LEARNING REFLECTIONS

1. Being visible in the organisation and beyond –

- Expand your network of visibility across the university, (beyond your immediate department- your expertise being recognised within and beyond your institution)

2. Close to power- (power being the ability to influence others)

- Are we close to where decisions are made?
- It may not be possible to clearly identify this,
- Further suggestion that in order to succeed we need to be close to where power is exercised, especially when decisions are made about us.

LEARNING REFLECTIONS

3. Networking

- Can help us to achieve representation where decision making is concerned (especially in our absence)
- Can bring us friendships and work opportunities
- Through action learning sets- learning from people's experiences and offering support

4. Get a mentor

- Somebody to offer advice and support (within or beyond the institution)

LEARNING REFLECTIONS

5. Finding a 'voice'

- Learning to speak up and to literally have your voice heard in meetings.
- Not having a voice means that we are literally silenced

6. Be assertive

- Learn to say 'no'
- Learn to turn down some tasks and don't agree to everything when asked?

LEARNING REFLECTIONS

7. Work life balance

- Implementing some strategies to assist in completing and managing work tasks as well as enjoying home life.

8. Are all women the same, subject to the same experiences?

- Structural and institutional issues exist but our personal experiences differ and therefore, we need to find ways of advancing in our career.
- Learning more through acknowledging differences in our experiences