

## **Women in Science and Technology: A Global Development Leadership Pilot Scheme**

In 2012 The University of Portsmouth piloted their first Global Development Leadership Programme for women in Science and Technology faculties. This was seen to be particularly important because of the wider under-representation of women in Science, Technology, Engineering and Maths (STEM) and the need to encourage more women into senior positions in these disciplines within the University. The programme drew on global leadership expertise from The University's Business School to assist with delivery.

The Global Development Leadership Programme included:

1. Global Development Leadership Workshops: Fifteen women from the Science and Technology faculties at all stages of their research careers, from Research Fellow to Reader and Professor were invited to participate. The workshops were run in small groups encouraging the women to discuss their current leadership challenges and the factors that had enabled them to succeed to date. These workshops were considered a valuable networking opportunity.
2. Global Leadership Competencies Assessment: Each woman undertook a Global Competencies Index (GCI) assessment to identify their current ability to lead teams and effect change in intercultural contexts. This was seen to be particularly important because the women all had leadership roles within a multicultural research team or worked as part of an international collaborative research project.
3. One-to-one feedback and coaching session: Individual feedback was provided to each of the women on their GCI assessment. A particular focus was given to three key areas; perception management, relationship management and self management. The coaching sessions provided an opportunity for the women to explore their strengths and identify areas that could be developed further. As well as assisting the individual women, the sessions enabled a wider evaluation of the collective developmental needs of the participants, which was fed back to the Dean of Science to support his Athena SWAN role. The Athena SWAN Charter is a United Kingdom (UK) scheme that recognises excellence in science, engineering and technology for women employed in higher education.
4. Personal Development Plan: Personal Development Plan: One-to-one sessions were held with each woman to discuss personal actions for development over the next 6-12 months. The women were responsible for their own individual development plans. The facilitators were able to provide practical guidance to development opportunities such as international collaboration and networking.

5. Evaluation/ Programme Feedback: Participants were invited to provide formal and informal feedback through self-administered questionnaires and follow up one-to-one sessions to the project team on the programme at 3, 6 and 12 months.

The women who participated in this pilot programme reported to have benefitted greatly from the leadership development experience. In particular, the course provided participants with the opportunity to reflect upon their career goals. The overwhelming majority linked their subsequent career advancement to the course with several attributing their application to senior positions as a direct result of participation in the programme. The University of Portsmouth plans to expand the Global Development Leadership programme to other women in STEM faculties to encourage them to develop their Global Leadership skills.