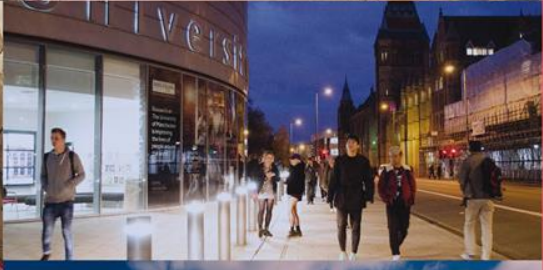




**AMBITIOUS FUTURES**

The Graduate Programme  
for University Leadership

# Ambitious Futures: preparing for University Leadership





# **Tomorrow's leaders: securing the talent pipeline into HE professional services**

**Christine Abbott, CEO Ambitious Futures**

**Joshua Sendall,**

**Lancaster University**





## Objectives of the session

- To explore the issue of developing leadership talent in our Universities
- To share experience and good practice in recruiting leadership talent into University professional services
- To explore the role of graduate leadership schemes, their benefits and challenges



# About us:

Christine Abbott:

CEO of Ambitious Futures since October 2016

Previously:

Director of Operations (Registrar) and University Secretary,  
Birmingham City University

Academic Registrar, Director of Strategic Planning,  
The University of Birmingham

Board member, Leadership Foundation for Higher Education/ Advance HE

Advisor to the Home Office and HEFCE on HE governance, regulation, and counter-terrorism strategies in Universities





# About us:

Joshua Sendall:

- Senior Leader Masters Degree Apprenticeship, CMI
- Research Data Manager, Lancaster University

Previously:

- Ambitious Futures, The Graduate Programme for University Leadership
- Information Assistant, Lancaster University, The Library
- Master of Laws Degree, LL.M. (Research), Lancaster University









1167 – 1830's: 6 Universities in UK



University of Durham: 1832



University of Birmingham, 1900

Open University  
1969







# The context

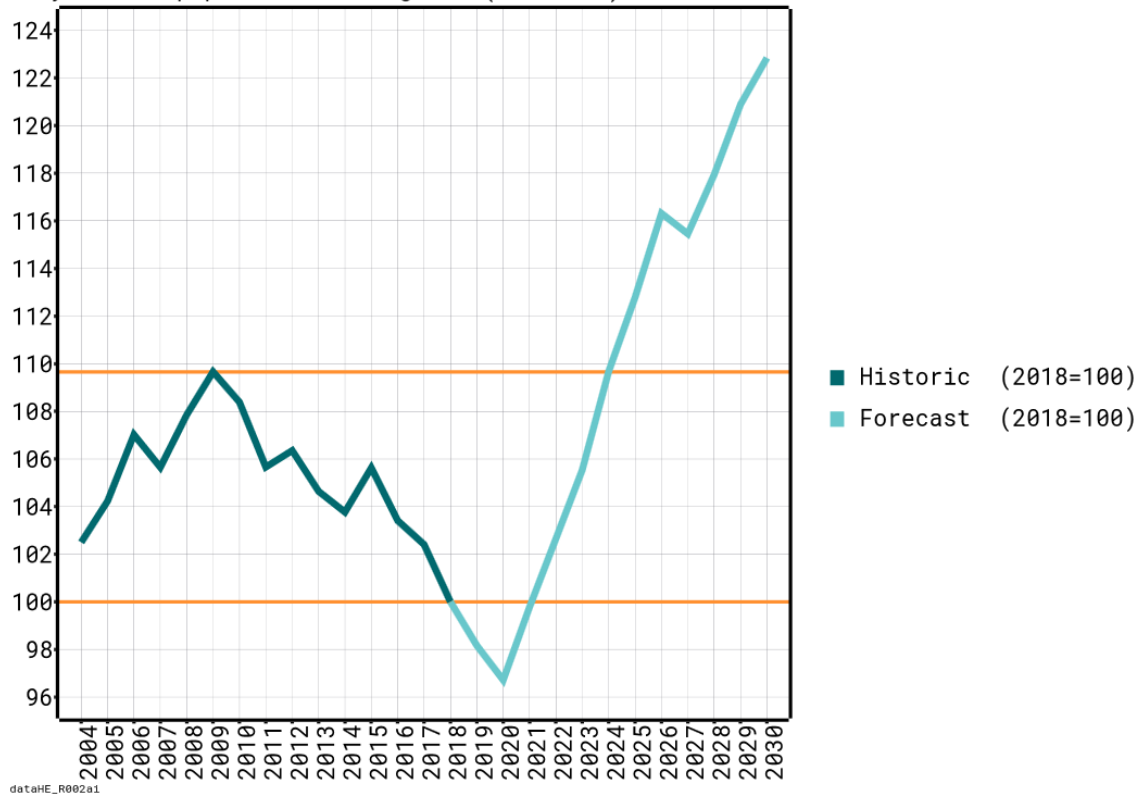






# The student demographic time-bomb!

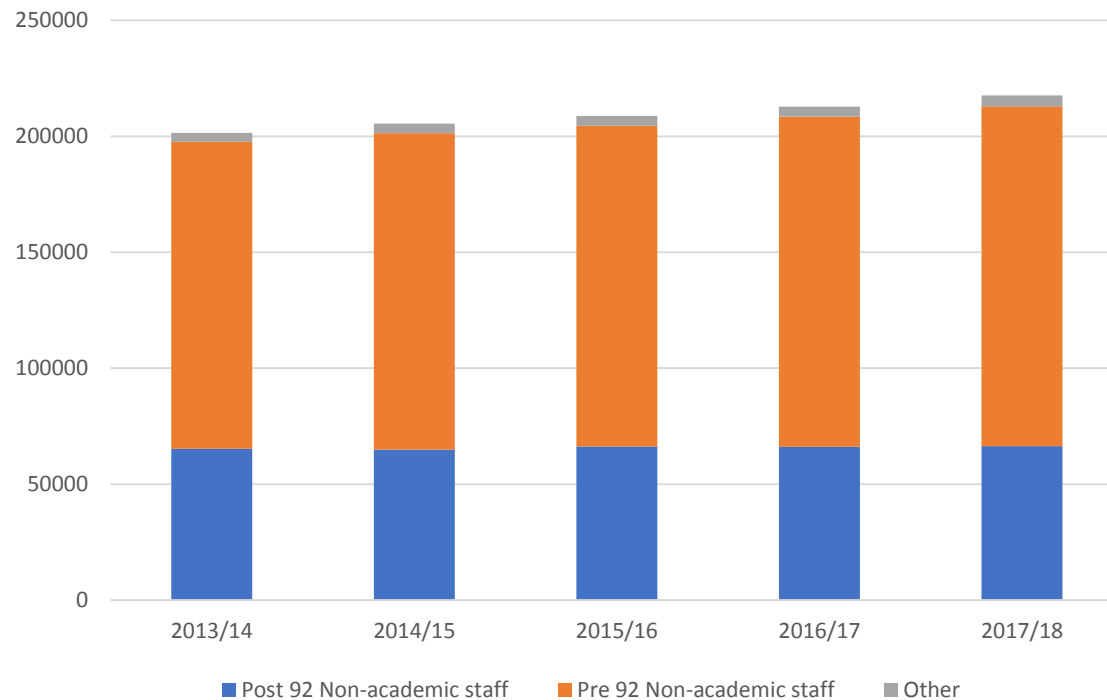
18 year old population in England (2018=100)





- 213K non-academic staff in UK HEIs
- 207K academic staff in UK HEIs

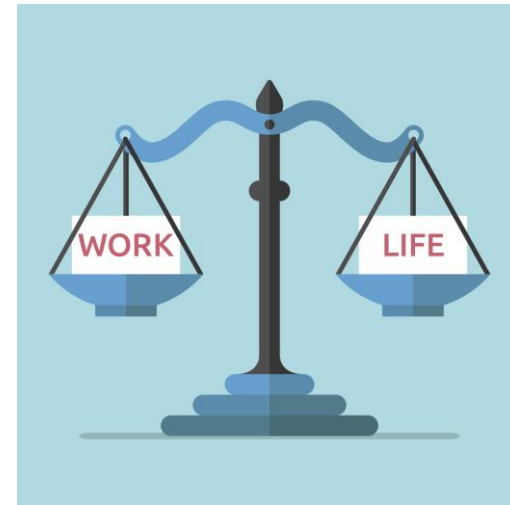
Non-Academic Staff: 8% growth since 2013/14







# The nature of work\*:



Qv: The future of work: jobs and skills in 2030. UKCES, 2014.

<https://www.gov.uk/government/publications/jobs-and-skills-in-2030>



# The nature of work (pwc):

- Work is often a fluid concept
- Borders between home and work are blurred
- Top talent is fiercely fought over
- Employers begin their search for exceptional talent early
- Specialism is highly prized
- ‘Pivotal people’ with outstanding management skills command high rewards.







# Disruptive developments:





## The nature of work (2):



**problem for Universities ??**





## Challenges to the sector:

- How do we attract and retain the leadership talent we need?
- Is there a difference between recruiting for skills, and recruiting for leadership [talent] ?
- Should they be considered differently/ separately, or the same ?
- Should we be seeking leaders, or leadership, or both?



## Group discussions

- Q1: What are the challenges to the University sector in attracting, developing and retaining tomorrow's outstanding leaders?
- Q2: What examples are there of successful recruitment, development and retention of graduate talent in HEIs?

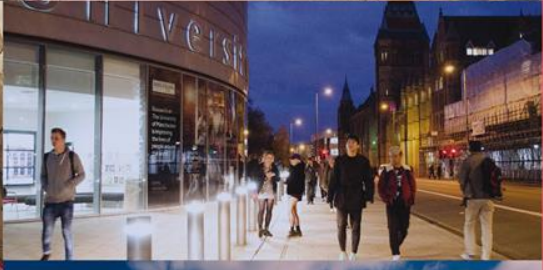




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## Challenge questions (2):

- What role do graduate / management schemes/ fast track schemes have in our sector ?
- Should they have a role ?





# Ambitious Futures: Josh's experience ... first, the full bio







# The Competition

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The competition



Civil Service  
Fast Stream

**Be Yourself.**

**Be a Future Leader.**

**Be a Fast Streamer.**

[faststream.gov.uk](https://faststream.gov.uk)

It's what you make it



## The Civil Service Competency Framework

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The  
Competition

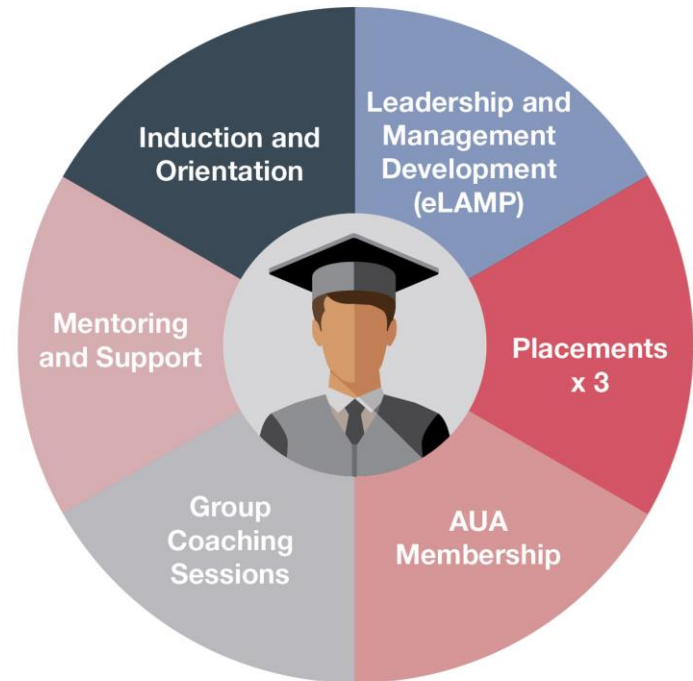


# *Leadership Academy*

**Graduate Management  
Training Scheme**



## My Ambitious Futures Experience



# 18 months

**Host**

Placement 1  
September - February



**Partner**

Placement 2  
March - August



**Host**

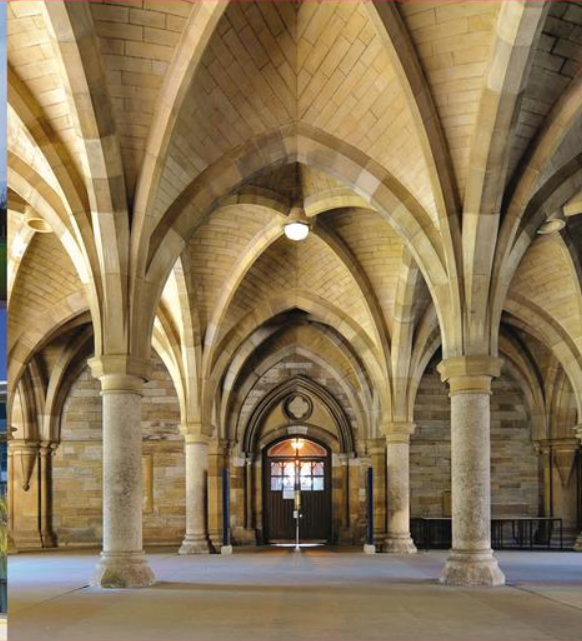
Placement 3  
September - February



Questions and discussion







[www.ambitiousfutures.co.uk](http://www.ambitiousfutures.co.uk)