



Courses and Resources

Semester 1 2024 -2025

Develop Your Skills

(self-paced learning, in People and Money)

(in-person courses, run on Teams)

Self-paced courses – for aspiring and new managers and open to all staff

These new interactive self-paced courses use examples, scenarios and challenges to build your line management capability.

[Building Successful Networks](#)

[Handling Difficult Conversations](#)

[Building Your Emotional Intelligence](#)

[Influencing People \(Higher Education\)](#)

[Creating a Feedback Culture](#)

[Managing Self and Others Through Change](#)

[Developing Your Coaching Skills](#)

[Performance Management](#)

[Developing Your Negotiation Skills](#)

[Practical Problem Solving](#)

[Effective Decision Making](#)

Booking Links

Making Meetings Effective – for staff leading or chairing meetings

Learn how to prepare, design and facilitate relevant, energetic, engaging and effective meetings.

[24/09/2024](#)

[30/10/2024](#)

[10/12/2024](#)

Expand Your Thinking

(in-person workshops with Common Purpose, run on Teams)

For managers and leaders who are required to influence across the University

Leading Beyond Authority

You will learn about the strategies and competencies needed to influence change beyond your circle of control, for example where you do not have budget, accountability, or a team of people you directly manage.

[22/10/2024](#)

Inclusive Leadership

This workshop will focus on how you can empower people in your teams and across the organisation to celebrate their differences.

[20/11/2024](#)

Cross-Boundary Leadership

This workshop will help you explore working across boundaries to tackle shared problems and take practical steps to develop your leadership role.

[11/12/2024](#)

Cultural Intelligence

You will learn about Cultural Intelligence (CQ), and how your own background, experience and values impact your relationships with others. You will identify ways to work better with people who are different to you.

[12/02/2025](#)

Booking Links

Leadership Insights and Career Stories

Talks with Senior University Leaders – for managers and leaders

A series of talks with University Senior Leaders sharing insights into what it means to be a leader at the University:

- *James Saville*
- *Theresa Merrick*
- *Mark Munro*
- *Lucy Evans*

[30/10/2024](#)

[26/11/2024](#)

[03/12/2024](#)

[22/01/2025](#)

Career Journey stories – for all staff looking to develop their careers

Our new Career Journey stories showcase the diverse and interesting career paths taken by staff here at the University, including who has helped them along the way and their top tips for career progression and development.

[Read the career journeys](#)

Unlock Your Career Potential

Networks

- *New Staff Meet-Up sessions* for those new to the University to meet different colleagues and exchange knowledge, skills and experience
- Find out about new and relevant learning and development opportunities for our *Manager or Leaders Teams communities'*
- *Mentoring Connections* open to all staff and connections can be made through our online resource, Platform One

[Join a session](#)

[Join the community](#)

[Find a mentor](#)

Coaching

Coaching provides one-to-one support to achieve a greater sense of clarity and direction personally and professionally:

- *Leadership* – most suitable for managers and leaders
- *Parental Returner* – suitable for all parental returners
- *Retirement* – suitable for all those planning their retirement

[Register for a coach](#)

360-Degree Feedback – for managers and leaders

[360 Feedback](#) allows you to see how you lead and manage others within a supportive and developmental process. Join an information session to learn more about 360 and how you can make the most of your experience.

[24/09/2024](#)

[02/10/2024](#)

Leadership and Management Programmes

Develop your skills, knowledge and self-awareness as an aspiring manager, manager and leader within the University. Register your interest for a future programme.

[Register your interest](#)

Leadership Development Guide – for experienced leaders

The recently updated guide provides an overview of external and internal leadership development programmes and networks available in 2024 and 2025.

[Access the guide](#)

For further information on the support available from Talent and Development in HR visit www.ed.ac.uk/human-resources/learning-development

If you require this document in an alternative format, contact talentanddevelopment@ed.ac.uk or Hrhelpline@ed.ac.uk