

University Officer Training Corps

Leadership in Practice Development Programme

Developing leaders ready for the next challenge

Norman Hagan – Employability & Marketing
Maj. B A Boyter – UOTC, Royal Military Sandhurst Group

The University Officer Training Corps (UOTC) Leadership in Practice (LiP) Development Programme is a two-day, category 4, EDGE accredited, modular personal development programme delivered by The University Officer Training Corps (UOTC). The programme has been developed for the Royal Military Academy Sandhurst by the Inspirational Development Group.

The course has been designed to give our undergraduates the relevant skills to help them both during their time at university and also in any future workplace; thus increasing their employability.

The course comprises 6 modules consisting of a mix of interactive classroom based sessions and practical exercises; all of which encourage maximum participation and discussion. UOTC staff help participants learn new useable skills and provide an environment in which they can learn a lot more about themselves.

The 6 Modules are as follows:

Leadership
Followership
Communication

Planning
Effective Time Management
Positive Personal Impact

After each module the emphasis is on the participant. The UOTC staff help participants to review their performance objectively, enabling participants to recognise their strengths and those areas where they might like to develop further.



Sandhurst Group -
Developing leaders ready
for the next challenge



Programme of Events:

Day 1

0930 1000	1000 1100	1100 1115	1115 1215	1215 1300	1330 1400	1400 1500	1500 1515	1515 1615	1615 1700	1700 1800	1800 1845	1845 1945
I N T R O	Leadership Circus	B R E A K	Leadership	L U N C H	Command Task 1	Followership	B R E A K	Ex NEW VIRUS & TYRE TOWER	Time Management	D I N N E R	Effective Communication	Ex HUMAN FAX MACHINE

Day 2

0850 0900	0900 1000	1000 1050	1050 1100	1100 1200	1200 1300	1300 1345	1345 1515	1515 1530	1530 1630	1630 1730	1730 1745
I N T R O	Command Task 2	Positive Personal Impact	B R E A K	Ex MISSION POSSIBLE	Planning	L U N C H	Ex WINTER AID	B R E A K	Command Task 3	Leadership Encounter & Certificate Presentation	Sum Up & Validation

Admin Theory Practical

For further information: mod.uk/UOTC/28464.aspx

To date there have been two programmes run – the first in semester 1 at UOTC HQ in Belfast where 27 Ulster University students passed the course and the second in semester 2 at Magilligan Army Training Centre where 42 Ulster University students passed the course.

Why developing Leadership skills are essential in the Graduate Labour Market

Leadership training is a significant step towards creating an enterprising generation. It is critical for young leaders to learn how to analyse their own strengths & weaknesses, as well as grow confident and motivated to reach ambitious goals. National Association of College & University Entrepreneurs (NACUE) 2016.

“Developing your leadership skills and being able to convey them during the selection process is essential. Leadership calls upon many other skills, such as the ability to build relationships, solve problems and set priorities”.
Lisa Steel, HR manager at Argos.

“Leadership skills are important. Having leadership qualities means you use your initiative, you plan ahead, and you understand how to effectively motivate yourself and others”.
Amanda Wright Graduate recruitment specialist.

“We want people with leadership potential, graduates with drive & determination”
Gratlreland Graduate Salary & Recruitment Trends survey 2016.

“Many graduates take on leadership roles in our organisations immediately or quite soon after their appointment. Leadership is the context for many other skills, such as accurate and coherent communication and good teamwork skills. Recognising leadership skills in others helps you get the most from organisational colleagues with whom you work”.
Graeme D. Butler – Talent acquisition specialist Enterprise Rent A Car.

80% of employers said they look for evidence of leadership skills national Association of Colleges & Employers, (NACE), Job Outlook Survey 2016.



Deputy Vice Chancellor Alastair Adair with participants following his key note speech and certificate presentations

Learning Outcomes:

- ✓ A good grounding in the principles, theories and application of leadership skills.
- ✓ A good grounding in the principles and theories of followership.
- ✓ A good grounding in the principles and theories of communication.
- ✓ A greater understanding of the applied processes involved in different types of planning activities.
- ✓ Developing and applying effective time management strategies.

Overall: A good grounding in the principles and theories of creating positive personal impact and how this impacts your career successes.