Leadership Development at UCPH – LUKU Basic 2015
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Welcome to:
- The basic university-wide process for managers at UCPH.
- Three two-day modules stretching over about six months, plus three Learning Group sessions.
- The opportunity to develop your unit, your role as a manager and yourself as a leader.

The goals of the leadership development process are:
- To develop a common culture and approach to management at UCPH
- To professionalise management at UCPH
- To strengthen individual managers’ ability to deal with management issues
- To build up management networks and University-wide collaboration

The role as a manager at UCPH is important and extensive and there are many stakeholders involved in how the job is performed. The management development process therefore focuses partly on increasing understanding of the framework and conditions for the tasking and role of managers and partly on introducing management tools and concepts and finally it aims to translate theory into practice.

You will be using professional management issues from your work on cases, organisational and personal projects that make up the platform for developing your individual leadership skills in conjunction with seminars and learning groups. The development process also gives you the opportunity for personal leadership development, training in the use of specific management tools, inter-disciplinary networking and development of your own unit.

You will be one of a team of up to 17 other managers working in small teams and in plenary sessions. Along the way you will be getting managerial feedback from those around you (your line manager, colleagues/peer associates and staff).

Process - structure
The process stretches over about six months and comprises the following elements:

Preliminary interview
As a start to the process, you have an interview with one of the participating consultants. The aim of the interview is to identify your managerial challenges and discuss the focus of the development process.
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Modules

Module 1 - Management tasking and structure at UCPH
Practice and theory relating to your mandate, capacity and tasking as a manager. Various organisational issues and their significance for management. Introduction to learning groups and a discussion of your own organisation and role.

Module 2 - Relational management
Situational management, JTI, difficult conversations, stress, motivation and work/life-balance, my management vision. Visit by a Vice Director.

Module 3 – Change processes
People during change, change processes and me as a manager during change. Own change process. Management under the surface and 360° follow-up. Visit by the Dean.

Learning Group
During and between modules, you will be attending a learning group with five other attendees. In a learning group, you work with a consultant on the module's concept and tools and provide each other with sparring on your projects and other challenges.
**Other activities in the process**

Before Module I, you complete a questionnaire for use in a JTI profile.

Between Module 1 and 2, you get feedback on your management from your line manager, your colleagues / peer associates and your staff (360º). Feedback is by way of an electronic questionnaire/survey.

Before Module 2, you acknowledge the feedback, for example by way of meetings/dialogue with your respondents.

Your consultants will offer to have a meeting to discuss your 360º feedback report.

**Consultants**

The consultants throughout the process are from UCPH/ HR&O Skills and Leadership Development in collaboration with external consultants.

**Sign up**

New processes are posted on KUnet, Employee Guide at:
Course Catalogue/UCPH Courses

Here you can see all the relevant dates for the next process and sign up.
If the dates for the next process have not been set yet, you can book a place.

**If you would like to know more:**

Contact HR Consultant Signe Groth-Brodersen
Phone 93 56 51 92, signe.grothbrodersen@adm.ku.dk
HR & Organisation
HR Skills & Leadership Development

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**Background**

The joint leadership development process is for all managers at UCPH. The background for this is a decision by the University senior management team that all managers in the University should receive management training, including management feedback. Their ambition is for management to be practised with the same commitment and professionalism as the University's core tasking of research, teaching, outreach and servicing public bodies.

The process is also based on the University's general management philosophy set out in "Good Leadership at the UCPH,” which also includes the six leadership competencies that we have identified as especially important at UCPH.

Read more on KUnet on the role portal: **HR and Management / Leadership Development – LUKU** (https://intranet.ku.dk/hr/en/leadership_development/Pages/default.aspx )

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