

CAREER PROGRESSION FOR WOMEN

For Academic Women (Level C) who are actively pursuing career development within UQ.

Program

The Career Progression for Women's Program provides you with the opportunity for both personal and professional growth and helps you clarify and pursue your career goals in an academic environment.

The program includes three condensed modules over an 8 month period.

The interactive workshops feature group discussions, expert panels and experiential skill development. You will clarify your

development goals through self-assessment inventories and a 360-degree feedback process.

The workshops are supported by individual activities including readings, reflection and peer coaching. You will also receive feedback on your academic portfolio.

After completing the Career Progression for Women program, you will have:

- increased your awareness of your leadership strengths and development needs
- implemented a development plan to move from being a leading academic to an academic leader
- gained a better understanding of the academic promotion process, and
- enhanced your negotiation and networking skills and built a stronger network.

Facilitators Profiles

The Career Progression for Women course was transformational for me. For a number of years, I questioned my 'fit' within academia. The course provided me with an opportunity to consider my worth, my value and how I would chart a course within the university structure that worked for me.

Quote from Participant in 2018 program



Professor Polly Parker

Professor Polly Parker is a Professor in leadership and the Associate Dean Academic in the Faculty of Business, Economic and Law at the University of QLD. Her research program includes career management, peer coaching, leadership and the intersection of leadership and career development. Polly has a particular interest in adaptive leadership and women's leadership development.



Ms Jennifer Witheriff

Jennifer Witheriff is an Organisational Development Consultant from The University of Queensland. Her decades of experience in leadership development and coaching has equipped her with the knowledge and confidence to work with leaders at all levels. She offers deep insights about complex dynamics and is genuinely involved in supporting leaders to transform. Her areas of interest include adaptive leadership, influencing styles and change.



“I initially joined this program to learn how to complete Form A to convince a committee to promote me. Instead I learnt about me. Through a range of activities that acted as a multifaceted mirror ball, reflecting multiple perspectives of me right back at me, I came to appreciate my place as a leader in UQ.”

Quote from Participant in 2018 program

“I gained valuable connections across the university; clarity in where I want to go and how to get there, and a community of shared purpose with the other participants.”

Quote from Participant in 2016 program

Content

Module 1 - Exploring your current career reality

- Clarifying your values
- Understanding adaptive leadership
- Leadership and gender in an academic context
- Managing your energy – work& life
- Understanding academic career models

Module 2 - The business of promotion

- Promotion policy and practice at UQ
- Personal resilience
- The art of self-promotion
- How to say “No”
- Negotiation and influencing

Module 3 - Setting the path for the future

- Implementing your action plan for achieving your career goals

Application process

Your commitment

This program requires you to commit to:

- attending and completing all three workshops (compulsory)
- setting aside time for self-directed activities in between workshops
- reflecting on your strengths and weaknesses in relation to academic leadership
- supporting your peers through the program
- meeting with your mentor

Selection criteria

- This program is designed for women at Level C who are likely to be ready for promotion within the next three years.
- You must have already attended (or enrolled in) at least one course in the “Academic Career Development” category of the UQ Staff Development Program.
- Support from your Head of School/ Institute Director
- Compelling application