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

Professor Polly Parker

Professor Polly Parker from The University of Queensland Business School is accomplished in the area of women’s leadership and its development. She is a member of the National Advisory Board for the advanced leadership program for Women’s Leadership Australia and facilitates a range of women’s executive leadership programs for UQ and the private sector. Her research program includes career management, peer coaching, leadership and the intersection of leadership and career 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.
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 their strengths and weaknesses in relation to academic leadership
- supporting their peers through the program
- meeting with their 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

To express your interest in the program, please email organisationaldevelopment@uq.edu.au

Content

Module 1 - Exploring your current career reality
- Clarifying your values
- Using your leadership strengths
- Leadership and gender in an academic context
- Achieving work-life balance
- 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

What do past participants say?

Participant in 2010-11 program
"I have a much clearer understanding of what is expected of me, the choices I can make, strategies that have helped others, and how the ‘UQ system’ works. It has also helped me to clarify what I really want from my career and become more empowered to make choices regarding how I balance career and a young family.”

Participant in 2011-12 program
"Each of the modules have made an impact on the way I think – let’s call it a slow burn for some and an instant shift for others. This is a whole-package experience, and who you are at the end is the sum total of all of the elements you have experienced over the course.”

Further information

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