



BUCS Student Leadership Programme

Programme Framework

Developed by BUCS Professional & Workforce Development steering group

Whilst there are a wide range of skills and attributes that contribute towards leadership, the BUCS Student Leadership programme will focus on the following eight headline topics:

- Teamwork (practical and classroom based)
- Resilience
- Problem Solving and Innovative Thinking
- Planning and Implementing
- Personal Development (classroom based)
- Developing People
- Communication and Influence – (practical and classroom based)
- Self-Awareness and Emotional Intelligence

The topics will all have commonality and will holistically support the development of student leaders. Not only will the course help the students to improve in their current student leadership roles, but will help to develop their graduate employability skills, allow them to recognize these and in turn, improve their prospects of future employment.

The framework below provides an overview of the attributes and skills to be focused on within each module, providing student leaders with exposure to a wide array of learning and development experiences.

1. Teamwork

Teamwork forms an essential part of leadership, no more so than within university sport and in general the sports sector. In varying roles, student leaders have to work with a variety of colleagues and stakeholders from a diverse range of departments, as well as their fellow students. This will also be crucial in any professional sector also. Developing common goals and team cohesion is therefore essential to a student leader's success whilst both studying and when transferring into a career.

Understanding the strengths of others, how to collaborate, how to empower those around you and acknowledge what contributes to a high performing team will all form integral parts of teamwork within the BUCS Leadership Programme.

Following completion of this module the student will understand and be able to demonstrate:

- What constitutes a high performing team
- Active listening and appropriate contribution to conversation
- How to apply honesty, integrity and respect within a team
- The importance of trust and empowering others
- Collaborative working
- Addressing conflict in teams
- When to lead and when to follow
- The importance of appreciating a diverse team

2. Resilience

As a student leader will regularly be exposed to a variety of challenging situations and experiences within their institution, resilience is a key attribute to learn, develop and understand. A leader, whatever their role or responsibility, needs to be able to adapt and understand how to respond to and manage challenges and overcome potential barriers with solution focused outcomes.

Following completion of this module the student will understand and be able to demonstrate:

- What resilience is and how it impacts yourself and others
- How to adapt their approach in the face of a challenge or setback
- The ability to self-reflect and implement learning
- How to remain positive and calm when responding to the unknown
- How to build relationships and networks to support themselves and others
- How to manage and resolve conflict
- The importance of giving and receiving constructive feedback

3. Problem Solving & Innovative Thinking

Innovation and problem solving are key attributes that allow many leaders to be prominent and successful in their roles. Within their HE environment and when in a professional setting the leaders will need to be adept at problem solving to establish innovative solutions. The ability to challenge the norm, suggest improvements to ways of working, and critically evaluate are elements of leadership that are key graduate attributes that employers will look for.

Following completion of this module the student will understand and be able to demonstrate:

- Creative thinking to identify solutions
- The ability to challenge appropriately
- The need to acknowledge and benefit from the expertise of others
- A pro-active approach to problem solving
- How to analyse and critique a situation

4. Planning and Implementing

Balancing a student leadership role with academic commitments is an ongoing challenge for students in the HE sector. With multiple areas demanding time, capacity and resource, being able to develop a strategic plan with a clear vision, aims and objectives is crucial for leading a project and a team of people. The ability to transfer these skills into a professional sector will be crucial for all students to develop.

Following completion of this module the student will understand and be able to demonstrate:

- The ability to define a vision, aim and objective – and communicate this effectively
- How to develop a project plan
- How to set clear, effective, SMART goals and objectives
- Turning strategy into action – implementation of the project plan
- The importance of managing professional relationships to engage partners and stakeholders to enable collaborative delivery
- The importance of monitoring and evaluating a plan – and acting upon relevant learning

5. Personal Development

With the varying demands of leadership either as a volunteer or in a paid role, it is easy to solely focus on the demands of a role, such as the project, and forget about continual personal development. . A strong leader has the ability to focus on their own personal development and growth continually, recognise their own strengths and weaknesses and the willingness to improve these continually. Whilst other areas of the programme explore the development and application of a variety of skills across a broad range of areas, this section will focus on how student leaders can refine their own personal development.

Following completion of this module the student will understand and be able to demonstrate:

- The importance of self-awareness through recognising, understanding and developing a personal development plan
- The importance of networking and the role of mentoring in personal development
- Developing a personal brand and values
- Exploring an individual leadership style reflective of key skills and attributes

6. Developing People (Motivating and Inspiring)

The success of a leader is often defined by the success and character of the people that they work with. A high performing leader not only has the ability to develop themselves, but has the skills required to develop, motivate and inspire those around them. Within university sport a student leader has the opportunity to develop a multitude of individuals, whether that be people specifically part of their team or other groups and bodies within the university community. Being able to understand and put into practice how to lead and help to develop others will be an important subject that this module explores.

Following completion of this module the student will understand and be able to demonstrate:

- A range of motivational strategies to positively influence the behaviour of others
- Provide strong direction and share knowledge with others effectively
- Understand behavioural change
- The ability to instill a positive cultural behaviour within a team
- Empowering individuals to identify their own areas of personal development

7. Communication and Influence (inc. Profile and Reputation)

Strong communication underpins success in any leadership role. Being able to communicate with clarity and purpose, in a variety of styles and settings is an important attribute. With student leaders being exposed to a range of individuals, stakeholders and colleagues, all with different mindsets and opinions, it is essential that they are a strong communicator. This area will explore how good leaders are a positive influence to those around them through the use of effective communication techniques, including body language, non-verbal communication and the role of active listening.

Following completion of this module the student will understand and be able to demonstrate:

- Effective communication through a variety of communication styles and techniques
- The power of non-verbal communication
- The importance of active listening
- Public speaking and presenting and facilitation skills
- Negotiating and Influencing
- Understanding your audience and the ability to adapt accordingly

8. Self-awareness and Emotional Intelligence

This area should be integrated across the above seven areas of development. It will focus on student leaders acknowledging how the skills that they are developing enable them to develop their own leadership style and enhance their future prospects. A key element for each student leader will be to reflect on learning and understand how the attributes they have developed can be applied and enhanced moving forward.

Throughout the program the student will learn about and begin to develop:

- Knowledge and understanding of their own character, abilities and personal brand
- The power of self-reflection and the development of skills to enable this
- An inquisitive mindset and thirst for knowledge
- The ability to recognise, articulate and influence the emotions of themselves and others
- Strategies for embracing change and the opportunities it creates
- A sense of ownership and accountability for their actions as a leader