

**The Project Team**

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**Introduction to the Project**

- Students often conceptualise inclusive leadership quite narrowly, which restricts their ability to recognise the inclusive leadership that they already practice. There are also limited opportunities available to students to develop these skills during their time at university.
- Funded through the Education Fund, this project responds to the above by a) reframing leadership as a broad and accessible skill and b) improving access to inclusive leadership development opportunities, thus is directly aligned with **Warwick's ESE 2030 Strategy**.
- Bringing together staff from Student Opportunity and Warwick Enterprise, and staff and students from different academic departments, we are co-creating a **Warwick Leadership Framework** that is grounded in inclusive leadership theory and diverse lived experiences.

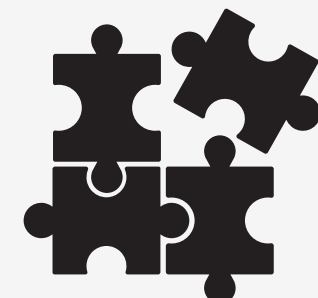
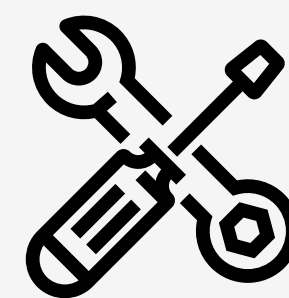
**Stream A (activities completed)**

- The “**research**” stream.
- Recruited 9 students through the Student Opportunity newsletter, 6 staff through WIHEA and 4 alumni through LinkedIn.
- Conducted **focus groups** with the students and **semi-structured interviews** with the staff and alumni.
- Thematically analysed transcripts.
- Devised the themes of: Understanding and Practicing Inclusive Leadership; Exclusion, Power and Organisational Culture; Inclusion Within University Life; and Inclusive Leadership Development and Structured Support.



**Stream B (activities ongoing)**

- The “**resource**” stream.
- Employing the data gathered by Stream A and bringing together existing leadership development activities to develop resources and construct a **Warwick Award Leadership Pathway** that is accessible to all students.
- Producing **curricular activities** to be piloted within School of Life Sciences and Warwick Medical School curricula.



**Acknowledgements**

- **Carol Fryer**, who provided invaluable guidance to Stream A regarding how to leverage LinkedIn as an alumni recruitment tool.
- The students, staff and alumni that volunteered their time to inform the outputs of this project.

**Next Steps**

- Disseminate information about the project at the Graduate Futures Institute's Annual Conference in July.
- Finalise the Warwick Award Leadership Pathway and the curricular activities.
- Devise the Warwick Leadership Framework.

**Would you like to know more? If so, scan the QR code to your right!**

