



European Association for
Quality Assurance in Higher Education

ENQA Leadership Development Programme 2024

Registration is now open for the 2024 ENQA Leadership Development Programme. The Programme is designed to **provide an intensive European peer-learning experience for high-potential professional staff** in member and affiliate quality assurance agencies. It is a unique opportunity for QA agencies to offer their staff targeted training in an international environment.

About the Programme

The Programme was first launched in 2018 and following high participant satisfaction from four rounds of the programme so far, ENQA has launched a fifth edition, which is now ready for registrations!

ENQA is continuing its successful collaboration with the **Center for Higher Education Policy Studies (CHEPS)**, University of Twente, the Netherlands as the programme leader. CHEPS is one of Europe's leading higher education research centres and has two decades of experience in higher education leadership development, including running an annual leadership development programme for the European Consortium of Innovative Universities (ECIU) since 2006. Harry de Boer and Daniela Craciun will be the programme facilitators, and the programme will also draw on the expertise of host quality assurance agencies and other experts. It will also include interviews with senior ENQA and host agency staff as well as ENQA Board members.

The programme consists of **three two-day seminars¹ and small-group projects**:

- **Seminar I** host tbc, **5-7 June 2024**: "Trends and developments in higher education – the context for QA agencies"
- **Seminar II** host tbc, **18-20 September 2024**: "Organisational culture in higher education"
- **Seminar III** host tbc, **27-29 November 2024**: "Formal and informal leadership in QA agencies" and alumni event
- **Small group projects**: Participants will commit to undertaking a small-scale, focused project related to European quality assurance and quality enhancement in teams of 5-6 participants from different countries. Each team will be allocated a mentor from among ENQA member agencies. The work to complete the project will be carried out by the team primarily between the seminars (the tasks will be introduced in the first seminar, and a project presentation will be made by each group in the third seminar). The project usually will involve no more than four days of work for each team member. The project teams may decide to work at a distance, or to organise meetings as they wish (for example, arriving early or staying later for seminar two).

Objectives

- Expose participants to **up-to-date information and reflection on key developments** in the European Higher Education Area as well as to important international higher education trends, and the impact these have on QA and the work of agencies

¹ The seminars are spread over three days.



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- Support participants in enhancing their understanding of **leadership skills and competences in the specific context of QA agencies**, including the complexities of stakeholder cooperation
- Provide mid-level QA agency professional staff with an opportunity to exchange with colleagues in similar positions in other European countries, and to work together between seminars in project groups on a **small-scale, focused project** related to European quality assurance and quality enhancement
- Enable participants to **visit three European QA agencies** and to learn from their leaders

Programme design and learning approach

The programme is based on **guided peer-learning**, including **structured experiential learning opportunities** designed to tap into the rich experience of the participants (in a group of 20 participants there will be over 100 years of experience – an invaluable resource for participants to draw on). Specially designed **higher education simulation games** have proved to be an effective way of doing just that, and three such games will be included in the programme².

The programme will have a primary focus on specific professional competencies: higher education system knowledge; quality assurance and enhancement; team leadership; the development of project management experience (the small group projects); influencing/negotiating skills and problem solving (the simulation games); and social skills (highly interactive sessions, peer learning in an international environment).

For the success of the programme, the participation of everyone in each of the seminars is essential. By signing up for the programme, the participants commit to attending all three seminars. Participants who complete the programme receive a certificate co-signed by CHEPS and ENQA.

Target group

The programme has been designed for **mid-level professional staff** with more than five years of relevant experience who are seen by their agencies to have **high potential**. Participants should have their involvement endorsed by the senior leadership of their agency. Participation is open to staff from both ENQA member and affiliate agencies. The number of participants from an agency is generally limited to two per programme and the size of each programme group is a maximum of 20 participants.

Participation fee

The participation fee for the programme, including attendance to all three seminars, is € 1925. The participants' agencies are also expected to cover the costs of travel and accommodation during the seminars.

² The simulation games are set in *Imaginalia*, a fictional country developed for a series of nine higher education simulation games created by CHEPS (Jon File) for the LH Martin Institute for Tertiary Education Leadership and Management at the University of Melbourne. These simulations (and their predecessors) have been played by more than 1500 participants from over 50 countries.



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Registration

To register to participate in the Programme, please fill in the application form:
<https://www.surveymonkey.com/r/6H87KQC>

Through the form you will be asked to upload:

- **A CV**
- **A short (max. 1 page) letter of motivation, explaining your interest in the Programme**
- **A letter from your line manager or CEO of your agency confirming their support for your participation**

The deadline to register is 8 March 2024. Applications will be assessed after the deadline and confirmations will be sent shortly after. As places are limited to a maximum of 20 participants, there will be an initial limit of two participants per agency, with additional applicants added to a waiting list in case spaces are available and profiles match the requirements.