



VISTA

Professional Development Programme for Women in Higher Education

Overview

Dublin City University, (DCU), National University of Ireland Galway (NUIG) and Dundalk Institute of Technology (DKIT) have launched ‘Vista’: a self-development programme for academic and professional women (or those who identify as women) at mid-career stage in the higher education sector. The programme has been funded by the Higher Education Authority *Gender Enhancement Fund*.

For many women at mid-career stage, the systemic gender issues which have impacted on their careers may have been compounded by the challenges of having spent time out of the workplace through maternity, parental and/or caring responsibilities. Women at mid-career stage may be reviewing their career identity as they can find themselves pigeon holed into roles or career journeys that are no longer serving them well. They would greatly benefit from the opportunity to engage in ‘mid-career identity development and career re-framing’¹.

This exciting, innovative and interactive programme provides participants with a unique opportunity for personal growth and development, supported by a senior sponsor from within their institution. There will also be an opportunity to develop a powerful peer network both within and across the participating institutions, thus opening up new perspectives and ways of thinking that will benefit both participants and their institutions.

Who is it for?

The target audience for Vista is women who are at a mid-stage of their career and looking to review and/or re-energise their career trajectory.

With this in mind, we are specifically inviting applications from female colleagues with **at least 15 years experience** in the workplace, either in Higher Education or with a blended work history. Applicants should have the ambition to progress their career either by taking on a new challenge and/or working towards a new opportunity or promotion in the next 12-18 months.

The programme is open to all colleagues including academic, professional, technical and research.

Programme Structure

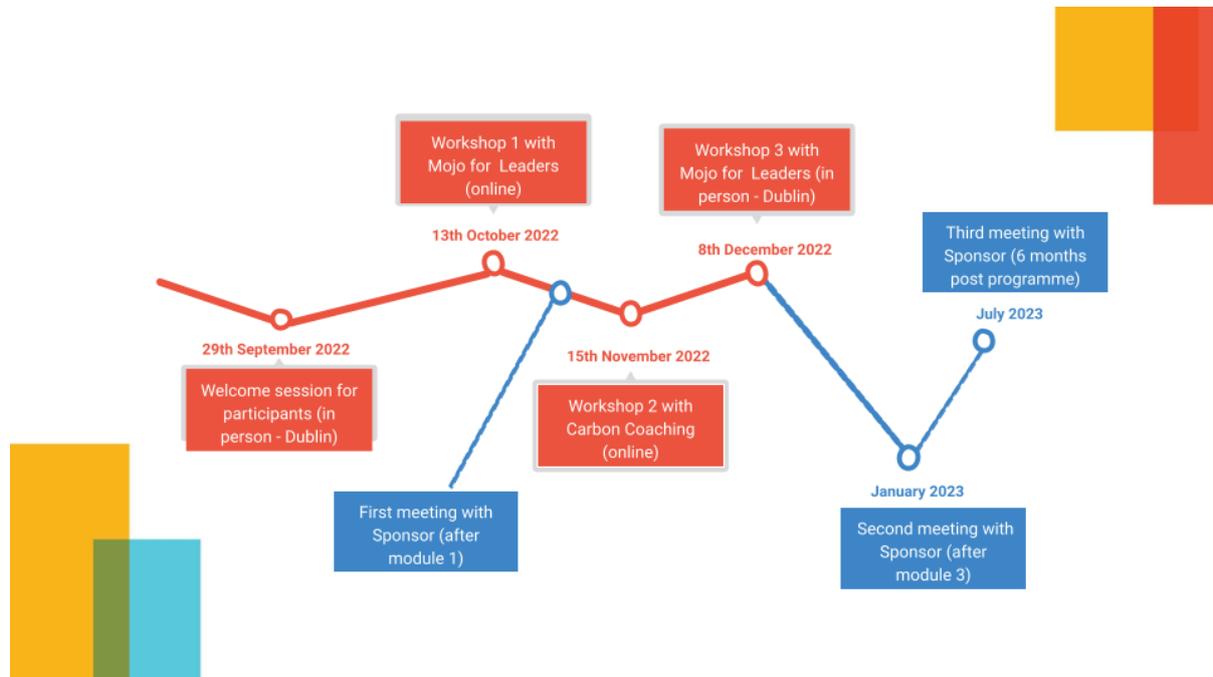
¹ Brown, A. (2015). Mid-career reframing: the learning and development processes through which individuals seek to effect major career changes. *British Journal of Guidance & Counselling*, 43, 278–291.

The programme will consist of an introductory half-day session, and three core workshops, each involving some preparation and post workshop reflection.

Each participant will be sponsored through the programme by a ‘skip level’ manager (i.e. their Line Manager's Manager). Specific objectives and stretch goals will be committed to by each participant in consultation with their sponsor. Guidelines will be provided to participants and sponsors to ensure objectives are appropriately challenging and measurable.

Further details on the programme structure and facilitators are set out in the Appendix.

Programme Timeline



How to Apply

Please submit an **Expression of Interest form** online. Please ensure that you have received endorsement from your Head of School/Unit before making an application. We particularly welcome applications from underrepresented / minority groups.

If you have any questions on the programme or the application process please contact the relevant staff member from your Institution.

Appendix: Programme Outline

Mid-Career Professional
Development Programme
for Women

MY CAREER BY DESIGN



ENGAGE WITH SPONSOR

Connect with sponsor to agree how to communicate with and seek further support from sponsor going forward. Set dates for three meetings (post module 1, post module 3, and 6 months post programme).



Pre-programme prep



Participants are invited to do some pre-reflection in their Career Design Journals to get themselves in the mindset for engaging fully with the programme.



Participants will complete a pre-programme survey.



Module 1 - What & Why?

Module 1 starts with the important questions, 'What do I want to achieve?' and 'Why?' It weaves our values and strengths in with our ambition and purpose so that we feel powerfully aligned with our goals.



Update Career Design Journal



Module 2 - Who Am I & Who Might I Become?

Increasing our self-awareness and challenging our limiting beliefs, Module 2 provides us with the pathway to growth. We can become who we decide to become.



Update Career Design Journal



Module 3 - How & When?

Module 3 ensures that all participants leave with real action plans and new tools and insights to enable them to thrive and succeed in their careers.



Update Career Design Journal



SUSTAINING PROGRESS

Through having a supportive peer network developed throughout the programme, a reflective practice of journaling & accountability goals agreed with their sponsor, the participant has a structure in place to help them sustain focus and progress.



Complete post-programme & 12 month surveys

Mojo for Leaders

Miriam O'Connell: Miriam has had a long career in industry that started in IT and culminated in team and leadership development and coaching. Having found a new purpose that fuels her passion every day, she has dedicated herself to working with individuals, leaders and teams to help them discover the best in themselves and live up to their full potential. Miriam is skilled at creating the space where real growth can happen and facilitating the processes that will instil self-belief and be the catalyst that propels people to the next level of their development. Miriam has an MSc in Organisational Change, Ashridge, UK, B.A. in Psychology & Sociology, Post Grad. Dip. in Comp. Science, Dip. in Applied Project Management, UCC and a Dip. in Systems Analysis and Design. She has also completed training in David Cooperrider's The New Change Equation and more recently has become certified as a Team Coach with the Global Team Coaching Institute. Miriam also teaches Adult Mental Development and Adaptive Leadership as part of the Executive MBA in UCC.

Betty O'Callaghan: With extensive experience in Management, Leadership, and Human Resource Management, Betty's passions are programme facilitation and coaching. She is inspired by the insights, courage and capacity of leaders and managers she works with as they step up to maximise their leadership mojo and make a real and positive difference within and outside their organisations. Betty has an MSc in Personal and Management Coaching and a Higher Diploma in Coaching & Coaching Psychology, both from UCC. Betty also teaches Coaching Skills on the Masters in Work & Organisational Psychology/Behaviour in UCC. Previously Head of Human Resources, Retail Branch Network, Bank of Ireland, where, working with her team and the Network Leadership team, world class levels of employee engagement were achieved.

Carbon Coaching

Eileen Dunne: Founder of Carbon Coaching, Eileen is a certified Life & Executive Coach, with a strong interest in integrative, research-backed approaches that help clients to achieve genuine change in their lives. As a speaker, Eileen's focus is on sharing ways to integrate neuroscience-based practices to empower us in everyday life.