

**Title of Presentation**

*"Sustainable Excellence in Leadership through Collective Ambition:
Not Wasting a Good Crisis"*

Presenter

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Description of Presentation

Belfast Met is the largest College in Northern Ireland and one of the largest in the UK. It has undergone significant change over the last three years due to a series of factors that created a major crisis in its viability. Share how our College Improvement Plan was implemented to save the College and allow major organisational restructuring to occur and deliver extensive change and progress across a range of areas.

Hear how challenges contributing to the crisis that faced leaders in the College were addressed, namely:

- Managing change
- Accepting responsibility
- Consistent application of processes

Hear the story of how College improvement in 2011-12 was a year of building foundations; about a focus on stabilisation and sustainability. Now as we move into the 2012-14 period we are building on these solid foundations. We have committed resources to develop the leadership capabilities of all staff to create a culture of continuous improvement and one which will take the College on its journey to excellence. Hear how we confirmed that high quality, inspirational leadership is vital to the success and continuing improvement of the College; its overarching aim to shape a 'Collective Ambition' among leaders and employees that supersedes individual goals; and build key elements required to achieve and sustain excellence.

See if there is an opportunity to learn from our movement forward, on our journey of collective ambition, as we continue to put the learner at the centre of everything we do.

Attendees will

- Learn from sharing a College's journey from limited viability to transformation
- Share a fit for purpose leadership model to guide targeted leadership development across diverse business functions
- Benefit from exploring how to manage a College's leadership design by a level of maturity metric
- Be introduced to a bespoke model of three primary behaviours of leadership and related capabilities
- Appreciate the impact of developing College leaders to observe from the balcony to see what is happening on the dance floor