



Te Manahua New Zealand Universities Women in Leadership Programme

An initiative for the New Zealand tertiary education sector

Funded by: Universities New Zealand - Te Pūkai Tara

Guidelines for selecting Te Manahua NZ Universities Women in Leadership (NZUWiL) Programme participants

Target Audience:

The June programme in 2025 is designed for women, in academic positions, at middle-upper levels in the university and caters for those women who are in, or aspire to be in, leadership positions as senior academics (professor or associate professor), Heads of Schools/Departments, Associate Deans, Chairs of major university committees, or Principal Investigators on major research projects.

Dates: 23 June – 27 June 2025

Location: Bolton Hotel, Wellington

The August programme in 2025 is designed for women in or aspiring to be in senior professional staff leadership positions, which involve budget and people responsibility for University or Faculty wide Service/Support Divisions or Units. This might include, for example, Directors or Managers of Student Administration, Student Services, Facilities Management, International, Communications and Marketing, Student Recruitment, Human Resources, Legal Services, University Librarian, Faculty Managers or School Managers heading up administration services in large Schools, but should not preclude others from applying.

Dates: 18 August – 22 August 2025

Location: Bolton Hotel, Wellington

Criteria:

- Demonstrated willingness to accept and capability to carry out leadership or decision-making roles within the University
- Prepared to commit and participate in the five-day residential programme initiatives, including pre-work
- Prepared to undertake a process of challenging professional and personal development
- Willing to engage with a variety of learning approaches and methods including group work, action learning and self-reflection
- Will benefit from learning more about decision-making processes, strategic direction and current leadership in the University
- Ability to initiate follow up and/or carry out leadership related activities at host university.

Note:

Selecting more than 1 participant from the same department, school or faculty to attend the same programme can pose potential difficulties i.e. it may limit or inhibit the sharing of experiences.

Equal Opportunities:

Take into account the need to reflect the diversity of eligible academic and professional staff across the participant universities. It is envisaged that the group will comprise participants from a range of research backgrounds, discipline areas, faculties/colleges and service units.

There is also the opportunity to consider particular equity groups such as women in science and engineering, or Māori and Pasifika women. Also consider recognising the importance of having diverse senior role models which reflect and represent our society by encouraging women from a range of minority ethnic communities to participate in the Te Manahua NZUWiL programme e.g. Asian, African etc;

Note: Te Manahua NZUWiL provides funding for two scholarships for Māori and Pasifika women for each programme. Te Manahua NZUWiL will fund \$3,000+GST towards the cost of the programme fee and the University of the successful nominee are to fund the remaining \$3,000+GST and arrange to cover the cost of travel to and from Wellington, as required. Further information and a form, for the Māori and the Pasifika Scholarships, are available from the Te Manahua NZUWiL Programme Convenor.