



Tempus



## **Report on the Training in Leadership and Change Management**

The first training in leadership and change management at Volodymyr Dahl East Ukrainian National University was organized on the 26<sup>th</sup> of February 2014 in the framework of the Tempus project “Leading and Managing Change in Higher Education”. The presenter of the training was Olena Seredina who has passed trainings in the University of Braganca (Portugal) and who prepared material on university leadership, ways of enhancement of institutional administration system, problems and perspectives that face the modern higher education in Ukraine.

The training gathered 32 attendees that represent the senior and middle management level at the university, i.e. vice-rectors, deans of the faculties, heads of the chairs and their deputies. During the training Olena analyzed the issues of the definitions of effective leaders and various models of leadership, the possibilities of creating transformational leadership capacity at the university, problems of student leadership performance and their contribution to the management reforms, problems of student employability and teachers’ as well as managers’ responsibility to prepare students to become active and competent members of the society by developing them as true leaders. Most participants were very active in discussions and they shared their opinion and position toward the problems of leadership and change management. Attendees agreed that by providing effective leadership training and quality seminars, the university management can develop their colleagues and co-workers as tomorrow’s innovative leaders and confident professionals.

At the end of the training, the presenter together with the attendees drew out main points of the topic which can be summarized in the following statements:

- Leadership is a process and can be learned by ordinary people.
- Opportunities to make changes exist at all levels of university organizations.
- Each of us is a leader or role model for someone.
- Ordinary people can become extraordinary leaders.
- None of us knows our true strength until challenged.
- It is a collective task to discover and liberate the leader within each of us.

Also after completion of the training a questionnaire was distributed to each participant. The prepared questionnaire presented a survey on the usefulness and satisfaction of the attendees with the conducted training. According to the results, of the questionnaire, all people (100 %) who took part in the event considered the discussed topic to be important and helpful for their professional development and within the organized training they received new and practical information for themselves. A large number of respondents (84 %) answered that they could implement in practice the obtained knowledge; other participants (16 %) specified that probably they could use this new experience in the field of leadership in their everyday work. As for the content of the training, 74 % of attendees emphasized that the training materials had been distinguished by their high level of containing the new information and 8 % respondents think that the level of giving new information was middle. For the question concerning the correspondence of the training’s targets to the specificity and perspectives of the enhancement of the university activity we

received 97 % of answers agreeing with the statement and 3% of respondents expressed difficulties in determining the appropriateness of the training content and the institutional needs. We offered also a question related to the level of material's perception by the participants and 91 % noted that it was easy for them to acquire new information; however 9 % cannot define precisely whether it was tough or not for them to listen and to learn new material. All attendees (100 %) expressed their satisfaction with the training and their organizations, besides 97 % deem that the aims of the trainings had been reached and for 3 % it was awkward to measure the achievement of the training.

In the line of the additional comments some significant suggestions for the improvement of the university management were given. They are related to the introduction and realizing in practice the promotion policy in the financial and career field for the staff that have succeeded in their professional activity and this would stimulate to move forward. Trainees emphasized that there was a lack of professional workshop or programs for management staff at the university and they expressed interest and willingness to attend more frequently such trainings that could develop them in professional and personal trend.