



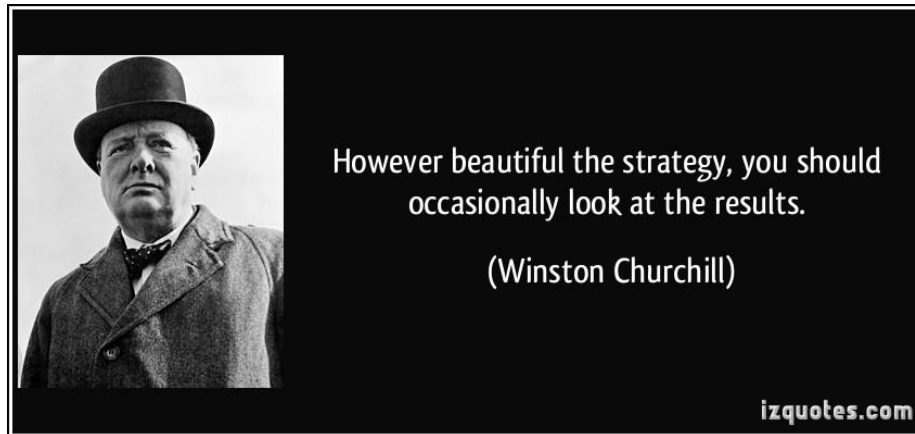
Strategy or Leading and Managing Change in Higher Education

La MANCHE Strategy @ La MANCHE Final Dissemination Conference

16th September 2015
Gori, Georgia



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La MANCHE Strategy

- Elaborated with the input of various stakeholders in higher education across the ten La MANCHE countries
- Presents the evolved understanding of the 29 project partners on issues of leadership, change management and collaboration with stakeholders in academic settings
- Reflects the collective experience and knowledge about these topics generated in the process of project implementation and joint work both at institutional and at consortium levels
- Captures the collective learning journey of the project consortium members



La MANCHE Strategy (2)

- Introduces such terms and realities as shared leadership, succession planning, talent management, knowledge management, student engagement and stakeholder management
- Represents a strategic plan for embedding and implementing reforms in higher education at institutional level
- Creates mechanisms for building stakeholder support for reforms, and managing change
- Provides a series of recommendations to close the gap between the current status quo and the desired future
- The list of recommended actions is forward looking and by no means exhaustive.



Priorities

The La MANCHE Strategy is delivering change in higher education in Armenia, Belarus, Georgia, Moldova and Ukraine that is:

- **smart**, because it is achieved through training, professional upskilling and personal development of all academic community members
- **sustainable**, because it happens in the context of constant uncertainty and turbulences outside and inside the higher education systems
- **inclusive**, because it involves and engages all internal and external stakeholders concerned.



1. Chief goal of La MANCHE Strategy

- To assist the universities in creating and maintaining competitive advantage by building strong organizational capabilities

Key elements of the capable organization are shared mindset, innovation, talent, effective management practices, capacity for change and leadership and diversity.

2. Chief goals of La MANCHE Strategy

- To pave the way and contribute to the creation of entrepreneurial universities in the five Partner Countries which in the long term will start operating as dynamic entrepreneurial stakeholder learning institutions.

Key characteristics of the entrepreneurial university are learning and interdependence with a wide range of both internal and external stakeholders and implementation of entrepreneurial approaches, knowledge and skills in all academic domains and university governance processes.

Recommended actions are aimed at:

- Development and maintenance of strong leadership capacities at the senior and middle management level and across the universities
- Introduction and embedding of practices for shared/horizontal/distributed leadership which would have an equal value and impact as the traditional/vertical leadership
- Establishment of sustainable mechanisms for talent management through workforce planning, talent acquisition, talent support, talent integration and talent transition as well as for succession planning

Recommended actions are aimed at:

- Creation of culture of support for change and innovation at the universities through enhancement of the change management capabilities of both academic and non-academic staff
- Overall improvement of the organizational culture at the universities
- Promotion and enhancement of student engagement policies and initiatives across the universities
- Fostering stakeholder management and networking and engagement with a wide range of stakeholders in all university domains.



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"There's only one
growth strategy:
work hard."
William Hague

QuoteAddicts



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Thank you for your attention!

Christina Armutlieva

Varna University of Management, Bulgaria

E-mail: christina.armutlieva@vumk.eu