

# Aurora Alumni Survey

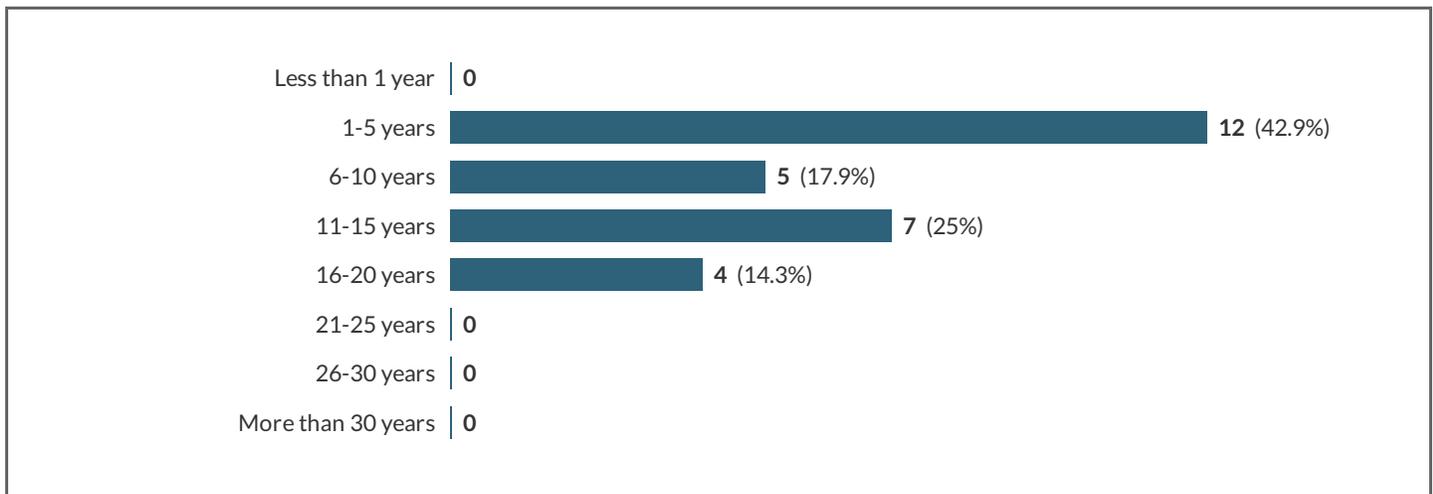
Showing 28 of 28 responses

Showing **all** responses

Hiding questions **2 & 3**

Response rate: 28%

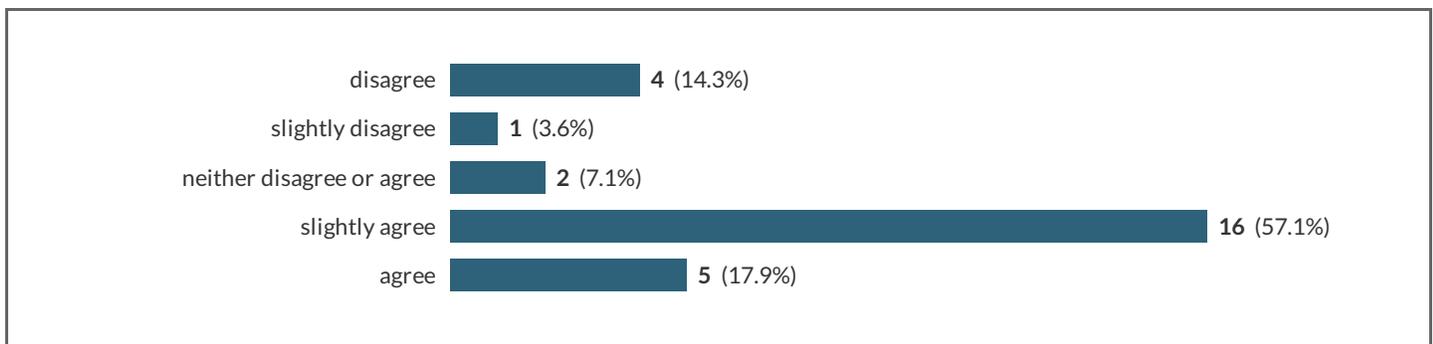
## 1 How many complete years have you worked for LJMU?



## 4

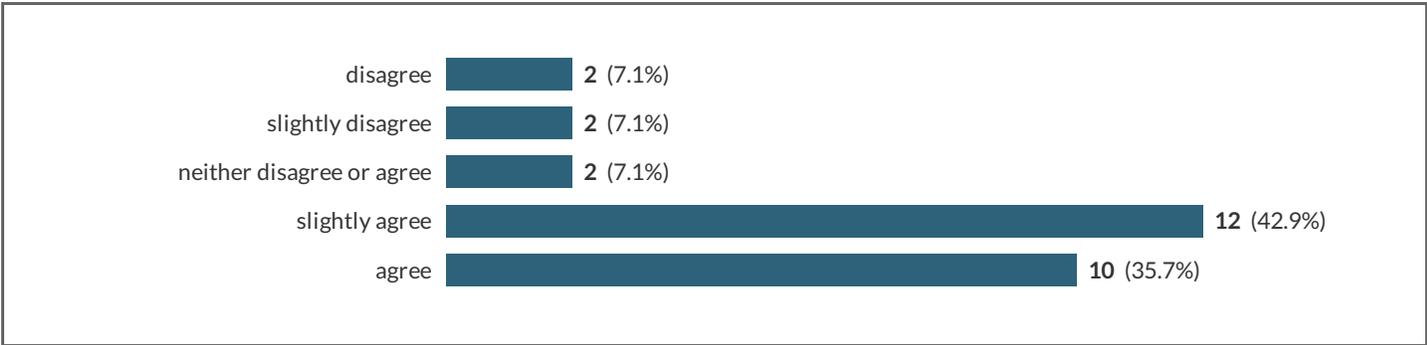
### 4.1 Aurora equipped me to be a better leader

#### 4.1.a Aurora equipped me to be a better leader



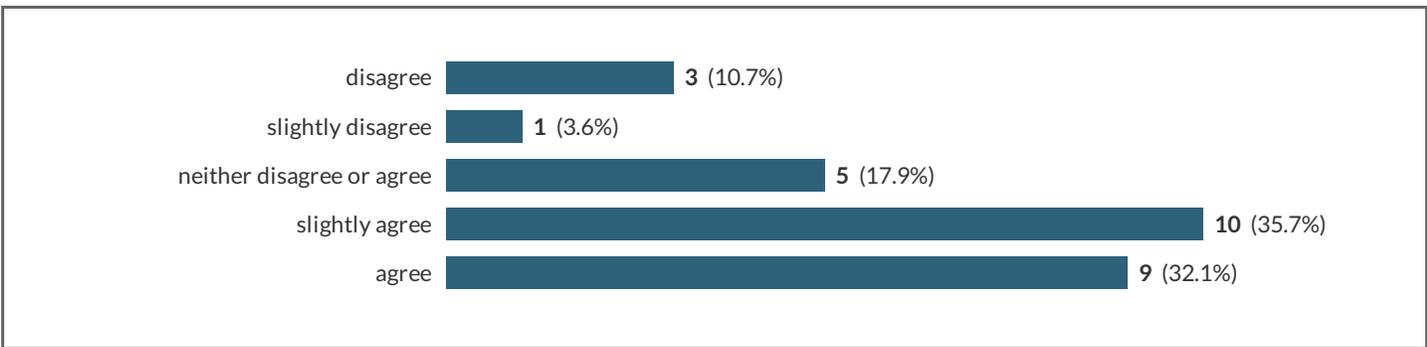
### 4.2 Aurora enhanced my confidence in leadership roles

4.2.a Aurora enhanced my confidence in leadership roles



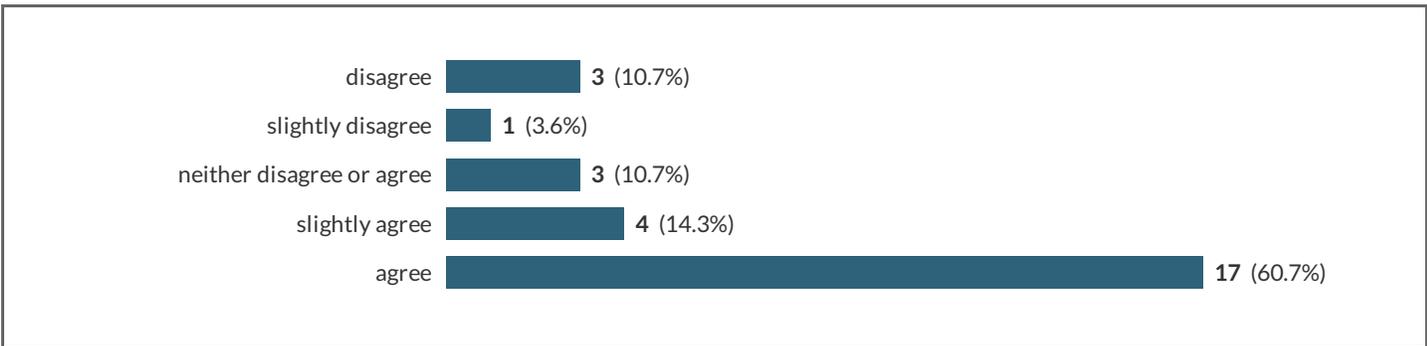
4.3 Aurora helped me clarify my career aspirations

4.3.a Aurora helped me clarify my career aspirations



4.4 Aurora enabled me to meet women in a similar position to me

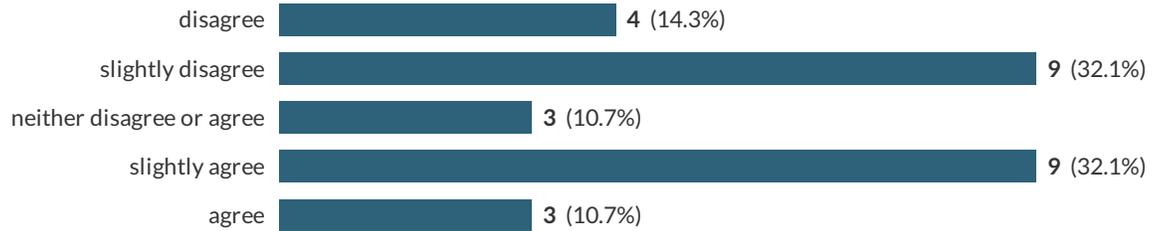
4.4.a Aurora enabled me to meet women in a similar position to me



4.5 Aurora enabled me to make contacts who can help me in my career

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**5** Did you have a mentor from LJMU during your Aurora programme?



**5.a** Do you still meet with your mentor?



**6** Since taking part in Aurora have you applied for promotion?



**6.a** Was the post you applied for internal or external?



**6.a.i** Was your application successful?



**7** How did Aurora impact your working practices?

Showing all 25 responses	
Aurora made me more confident in my own abilities and skills. This led to me put myself forward for projects and work that I may not have felt able to previously. It definitely empowered me to proactively develop myself and look for opportunities to network and make contacts across the university. I now feel I have a voice that I am not afraid to use.	477577-477568-48071782
It gave me insight into some leadership theories and examples from industry.	477577-477568-48074837
It made me consider how differently to approach situations in a more strategic manner	477577-477568-48074903
I now allow time for reflection, have supplemented some of my Aurora learning with LJMU workshops e.g. coaching	477577-477568-48074938
It created a disconnect with my line manager who was intimidated by my interest in leadership and ambition and ultimately made my working day more difficult. My day to day job at LJMU has not changed despite bringing this up every year at PDP. Aurora is not an individual pursuit, decision makers must support staff that undertake it.	477577-477568-48074914
Completely rethink them and empowered me to submit a paper to change working practices.	477577-477568-48075527
The aurora training programme did not impact on my working practices, and was not directly linked to my promotion.	477577-477568-48075892
I have just finished and am trying to see how to work with LJMU. I am also ensuring that I ensure my leadership skills are evident more in the work streams I am involved in	477577-477568-48076544
It didn't	477577-477568-48077730
It made me more reflective	477577-477568-48078719
It made me more aware of the need to publicised and promote my activities and raise my profile	477577-477568-48080336
I would say it improved my confidence and as a result I speak out more in my current role. I wouldn't say it helped with career progression directly.	477577-477568-48081774
I am not sure it really did. Aurora just gave me the time and space to think more about what I wanted career wise and highlighted that I needed to be much more strategic in my approach for promotion.	477577-477568-48082454
raised my awareness of certain issues	477577-477568-48091981
Lacking senior women in my department has a detrimental effect on me-	477577-477568-48093934

one I did not really realise until I got a mentor through Aurora. Although our meetings are rare, it is good to speak to a senior women and discuss the general issues that are faced in academia.	
Made me a little more focussed	477577-477568-48094930
It didn't	477577-477568-48095198
Dedicated time to reflect on my strengths, weaknesses and aspirations made me more focused on what matters allowing me to make clear choices about my role and how to develop it	477577-477568-48095575
I have become more focused and better able to manage my workload, by saying no when appropriate.	477577-477568-48109418
I've been more outspoken on issues effecting women staff members with the programme leader and sought to highlight some of the imbalances around work allocation in smaller discussions.	477577-477568-48110646
More confidence in meetings	477577-477568-48116036
A key impact was in preparing more clearly for meetings and conversations, identifying in advance of the meeting the actions and outcomes I wanted to achieve. The Action Learning experience was also useful in providing skills and techniques I apply to my own thinking and problem-solving.	477577-477568-48131548
I am much more aware of how to deal with situations more effectively, and it has been amazing to see the outcomes of putting the ideas learnt into practice. I am truly thankful for this opportunity.	477577-477568-48135564
It helped me focus on the target and gave me tools to make my life easier when trying to hit said targets	477577-477568-48233864
It gave me the confidence to question local management practices and encouraged me to suggest alternative ways of working. It also prompted me to keep scanning the horizons for changes not only in the environment but also to develop my role in a different direction.	477577-477568-48681889

**8** What was the main benefit that you got from taking part in Aurora?

<b>Showing all 26 responses</b>	
Being on a programme with 250 professional women from across the country was empowering. Talking to others who have similar experiences and learning from women in other areas of HE opened my eyes to the many different and sadly similar challenges we all face. However, coming together with my action learning set was a real turning point, my group all got so much from those meetings professionally and personally.	477577-477568-48071782
Better understanding of leadership theory and some of the common issues.	477577-477568-48074837
The inspirational speakers	477577-477568-48074903
Hearing from women in leadership positions about specific strategies and tactics used to reach them.	477577-477568-48074938

Being able to add it to my CV	
Nothing other than it was made very clear by LJMU that I would need a PhD to progress any further - even to a full time post (currently 0.5). Yet I have seen male colleagues progress ahead of me with less qualification.	477577-477568-48074914
Provided a framework, training and prompts to take more control of my own self development and career.	477577-477568-48075527
meeting other delegates and listening to guest speakers	477577-477568-48075592
The main benefit was from my internal mentor, not through attending the training programme. They were able to help me value the contribution I had been making to LJMU, academia and my discipline	477577-477568-48075892
Meeting new colleagues and increasing my confidence to keep applying for promotion	477577-477568-48076544
Networking at the events/training	477577-477568-48077730
It gave me confidence	477577-477568-48078719
A focus on self development and career management. An understanding of the ways in which women can limit themselves	477577-477568-48080336
Meeting like-minded women and subsequent empowerment!	477577-477568-48081774
It may have had a positive impact on my readership application. It exposed me to other women in similar roles and via the guest speakers demonstrated what I could aspire to. I also highlighted that some of my issues were not gendered but rather institutional	477577-477568-48082454
raised my awareness of certain issues; understanding of areas i need to work on	477577-477568-48091981
Spending time with women and realising that a lot of people are in a similar situation to me. Taking my career options out of context and discussing them with other people helped me reevaluate my goals.	477577-477568-48093934
Seeing others in similar positions	477577-477568-48094930
Meeting and networking with other women. The action learning set was really useful and beneficial	477577-477568-48095198
The mentorship that accompanied it	477577-477568-48095575
The opportunity to meet women working in a wide variety of roles within HE in order to exchange ideas, share best practice and seek support / guidance.	477577-477568-48109418
it has helped me get a career plan in place for my next steps over the next 10 years for where I'd like to be. I feel more confident and informed in decision making about work/life balance and in preparing for family planning in the coming years, around developing my research career.	477577-477568-48110646
Meeting like minded people	477577-477568-48116036
In addition to the positive working practices noted above, Aurora made the idea of progression/skills mastery less abstract and far more tangible. The idea of having clear goals to get from A-B. Exposure to highly successful women giving the keynotes really helped bridge the perceived gap of 'us and them' again instilling confidence and a tangible reality to seeing	477577-477568-48131548

and then, again instilling confidence and a tangible reality to seeing yourself in X position.	
Aurora has equipped me with ideas and strategies to challenge/make the most of different situations.	477577-477568-48135564
I changed my view of leadership, from something imposed from above and remote from me to something I can participate to.	477577-477568-48233864
The action learning sets were of benefit, meeting with people in a similar position. I also found it clarified what I want to do in my future career.	477577-477568-48681889

**9** What could LJMU do to improve the Aurora experience (either before, during or after)

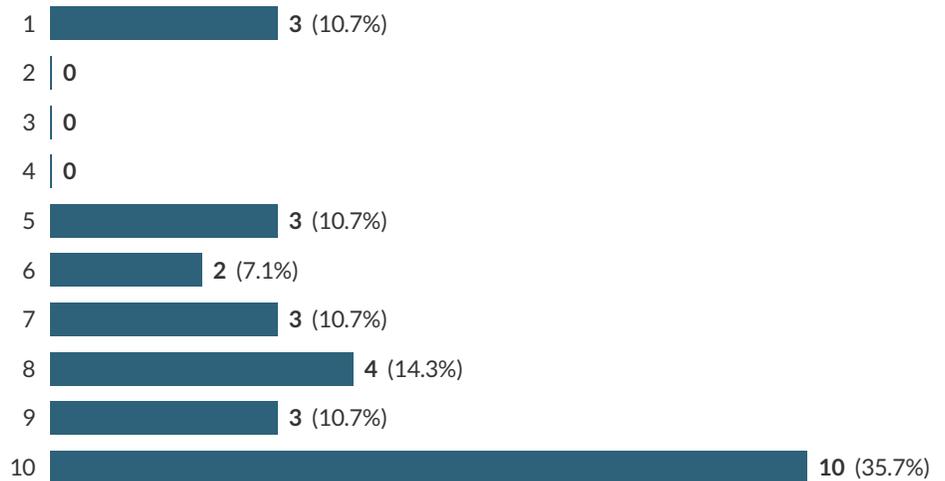
<b>Showing all 25 responses</b>	
After finishing Aurora I felt slightly abandoned once back in the university. It would be great if there was a network or something to facilitate ongoing development for women across LJMU. Action Learning would be amazing.	477577-477568-48071782
More follow up, increase the number of delegates.	477577-477568-48074837
Arrange mentors from other institutions	477577-477568-48074903
Although I know it is hard to make course content appropriate for the amount of attendees, I found some of the work/topics covered a little basic for my particular role. They were more appropriate for those with an academic background and less experience of external engagement (running meetings etc). Perhaps LJMU could establish a network for administrators/line managers to supplement this (I have found meeting those on recent line management courses helpful).	477577-477568-48074938
Manage the expectations of the participants better. Attending aurora gave me false hope that I was in a supportive organisation that wanted to see me progress and create an more equal work place. Only send staff that meet the criteria for LJMU promotion otherwise it is a pointless exercise and frustrating.	477577-477568-48074914
I think LJMU have been very supportive of experience. It would be good to have done a mid way through meeting or wrap up meeting with cohort.	477577-477568-48075527
They could bring the Aurora participants together before the programme starts and during the programme.	477577-477568-48075592
LJMU have provided LJMU staff with opportunities to engage in other leadership training programmes (via Mel Jones). A 1 day training programme that I was lucky enough to secure a play on, targeting both males and females across disciplines and grade, was able (in my opinion) to deliver a higher quality training experience and knowledge and skill development in a shorter time period than the 4 day aurora training programme. Critically, as the focus was a smaller group of LJMU staff, our learning and skill enhancement was a of more relevance to our LJMU roles, we could learn more about our fellow colleagues and subsequently able to network more effectively across faculties. Such programmes should be promoted over or in addition to Aurora.	477577-477568-48075892

Ensure to communicate with Aurora attendees once the course is complete. Forms a group for everyone who has attended to share learning and experiences	477577-477568-48076544
Have regular meetings and support networks at the university with identified mentors	477577-477568-48077730
Continue action learning sets with LJMU participants, have meetings before and after as when I attended it was just the aurora programme then nothing	477577-477568-48078719
The programme is quite intense and there are often more ideas generated than it is possible to implement in the timeframe that the programme runs. Therefore more structured activities in the year following the programme, perhaps the LJMU participants meeting regularly in groups or learning sets. I think the setting up of discussion events with the people who do the course together would be useful as you are not usually with your direct colleagues at Aurora events.	477577-477568-48080336
There were too many academic staff in relation to professional services staff at the conference therefore it was difficult to apply a lot of the practices to my role.	477577-477568-48081774
I had no mentor and would very much have liked to have one. Mentoring is key and I feel my experience would have been significantly better had I had a mentor. As it was, the programme was interesting but not particularly influential.	477577-477568-48082454
Group meetings/ contact with the LJMU Aurora lead/champions during and after; making LJMU community aware of the programme/more prominently included; creating a network of alumni and follow up activities	477577-477568-48091981
Whilst I think Aurora is great, similar training needs to exist for men-teaching them how to behave in a men-dominated environment, rather than just focusing on equipping women with different skills. It would be nice to see men change their behaviour as well as improving women's leadership skills.	477577-477568-48093934
Explore leadership courses other than Aurora	477577-477568-48095198
I identified my own mentor at LJMU when well through the aurora programme would have been better if LJMU were able to pair up in advance	477577-477568-48095575
Arrange more meetings and activities for the Aurora network so that we can share our experiences and form ongoing relationships after the programme has ended.	477577-477568-48109418
I didn't get a mentor assigned until after the programme finished and I think having this support more regularly whilst going through the meetings would have been really helpful. I'd have liked to have attended local meetings half way between each session to discuss some of the reading and material ahead of the next session, as sometime this was quite last minute, and the motivation of meeting would have helped me. Also, it would have provided an opportunity to meet other JMU Aurorans.	477577-477568-48110646
Continue with the mentor support	477577-477568-48116026

Continue with the mentor support	477577-477568-48116036
It would be great to have more regular networking with those LJMU staff who have completed Aurora. The Action Learning was particularly powerful - I would love to see opportunity at LJMU to keep practicing this.	477577-477568-48131548
Maybe facilitate opportunities to find an appropriate / relevant mentor. It wasn't an easy journey for me to identify one. But overall the support received by the university was great, and I am very thankful for it.	477577-477568-48135564
I really enjoyed the experience. I wish it lasted longer.	477577-477568-48233864
Encourage more staff to engage in the networking and sharing of experiences for women to progress either in this institution or in their career.	477577-477568-48681889

**10** I would recommend the Aurora Programme to other women within LJMU

**10.1** would not recommend vs would recommend



*Multi answer: Percentage of respondents who selected each answer option (e.g. 100% would represent that all this question's respondents chose that option)*