



# Leadership Development Programme



# AQUACULTURE LEADERSHIP DEVELOPMENT PROGRAMME

SAIC is dedicated to helping grow the aquaculture talent pool. We fund innovative research projects, Masters programmes, undergraduate travel grants, leadership and management training and support sector diversity.

The Scottish Aquaculture Innovation Centre Leadership Development Programme is designed to enhance on-the-job leadership and management learning. Its focus is on increasing impact through learning practical leadership tools and techniques that can be readily applied in the workplace. All workshops will conclude with a challenge and actions points for implementation.

The first SAIC Leadership Development Programme was run 2017-2019 and was a great success.



The training will be delivered by Skillfluence ([skillfluence.co.uk](http://skillfluence.co.uk)). Each session is designed for this group and will be delivered by knowledgeable, experienced facilitators and invited guests with current experience and relevant perspectives. Sessions will be delivered on pre-agreed dates and most of the sessions will be delivered at the SAIC office in Stirling.

“This is the only place where you could get to focus on aquaculture and it was good to be with professionals at similar stage to me and learn about everyone and their companies.”

Previous attendee

---

## **SESSION 1: WORKING WITH OTHERS AND EFFECTIVE COMMUNICATION** **NOV 7-8**

---

This residential session is designed to give delegates a chance to get to know each other, start to develop their network whilst learning about their personal leadership and communication skills. Understanding personality types can help people get to know and understand themselves and each other better in order to work together more effectively. Delegates gain a new level of people expertise and the tools and common language needed to harness individual potential and leverage the differences of colleagues. Interns will learn how to build strong working relationships and gain new techniques to ensure mutual clarity and understanding to achieve results.

---

## **SESSION 2: TIME MANAGEMENT, PRIORITIZATION AND PRODUCTIVITY** **FEB 2020**

---

Delegates will review, refine and refocus their current approach to how they prioritise their time and work. Perhaps the techniques they use have worked well in the past but now they are working in a new environment it can be difficult to manage conflicting priorities, too many tasks and management expectations. Proactivity and preparation are key to increased organization and productivity whilst reducing the stress of a busy schedule. This workshop can help them identify causes of procrastination and indecision and they'll gain tools and techniques to schedule time more effectively, stay on track and keep important goals at the forefront of the day. The outcome is an action plan that will help them achieve a more balanced approach so they can maximize productivity regardless of distractions.

---

## **SESSION 3: LEADERSHIP SKILLS** **APRIL 2020**

---

The leaders workshop is aimed squarely at developing the leadership skills for aquaculture industry. Aspiring leaders will have the chance to develop their unique leadership style for maximum impact focusing on specific leadership and management challenges that arise in a variety of business contexts. Participants learn how to lead under pressure, build cohesive teams, and develop personal leadership skills and strategic vision. Our goal is to inspire and develop confident, creative leaders who thrive in a business environment.

"I gained some great skills to use in my job, including managing meetings, difference between leading and managing, how to manage time efficiently and how to project voice for better clarity during presentations."

Previous attendee

#### SESSION 4: STAKEHOLDER FOCUS AND MEET THE REGULATORS

JUNE 2020

This engaging workshop will provide delegates with an understanding of how they can add value for both internal and external customers. Participants will learn a framework, process and strategies for how they can maximize their contributions to the success of the service delivery supply chain. Regardless of the role they play within the organization, what they do impacts stakeholders. Delegates will develop a mindset that is dedicated to understanding and focusing on their customers and learning how to build loyal relationships.

In the second half of this session guests will be invited to speak to the delegates to give them some perspective on the regulatory landscape in aquaculture. Last year this included guest speakers from RSPCA Assured, HIE and SEPA.

#### SESSION 5: BUSINESS COMMUNICATIONS

OCT 2020

Presenting information rich material in an engaging manner is a necessary and hugely useful skill in order to communicate effectively and persuasively. Find out how to connect with your audience, defining goals, identifying main points and speaking without jargon. Delegates will learn how to effectively prepare and comfortably deliver presentations in a variety of formats and to various audiences relevant to their industry. Delegates will then learn how to run and manage effective meetings that avoid time wasting and have purpose. We will look at the structure, roles and conduct in meetings to achieve objectives and encourage participation. The session will cover different types of meetings and how to prepare for them. Develop skills to efficiently conduct professional meetings, managing time and how to deal with difficulties and make best use of technology.

#### SESSION 6: MANAGING AND LEADING PEOPLE

JAN 2021

Delegates will learn how to engage in productive interpersonal exchanges. This workshop is about how to build influence through leading and managing people. The ability to cultivate cooperation is essential whether you're dealing with colleagues, staff members or senior management. Being able to adapt quickly and work with anyone to achieve desired results is crucial, today's highly collaborative workplaces make influencing others, impacting on the ideas, opinions and actions a more essential skill than ever before. We'll then look at recognising the causes of interpersonal conflict and gain skills in managing disputes and disagreements in a positive manner or even avoid them altogether. Delegates will consider a range of scenarios that can occur in the workplace and we'll look at how to assert your position, manage and mediate conflict and learn straight-forward techniques to deal with challenges.



#### SESSION 7: FINAL WRAP UP AND REFLECTION

MAR 2021

A celebration event where participants will have the chance to showcase their work, present to their peers and managers and reflect on their progress over the last 18 months

#### PROGRESSION ACCELERATOR

THROUGHOUT

##### **Optional add-on £295 + VAT**

Throughout the 18 month programme each of the delegates will also have the opportunity to take part in one to one progression coaching with an experienced coach. Progression coaching is one of the most powerful tools enabling participants to develop long-term skills. Delegates will create a personal development plan to use throughout the 18 month programme and through a series of three interviews they will determine the skills they need and identify opportunities to develop these skills over the course of the programme. These interviews can be done remotely.

Participants will learn key skills, tools, methods and principles and actively apply them to their own work. This allows participants to develop new skills, networks and a greater understanding of the needs of the Scottish Aquaculture Industry which can be implemented in their employment.

If you would like to apply for a place, please complete the following application form and return to the following by 5pm on Friday 20th September 2019:

**Mary Fraser, Head of Skills and Talent**  
Scottish Aquaculture Innovation Centre, Scion House, Stirling University Innovation Park, Stirling FK9 4NF

✉ [mary@scottishaquaculture.com](mailto:mary@scottishaquaculture.com)

## AQUACULTURE LEADERSHIP DEVELOPMENT PROGRAMME APPLICATION FORM

- I understand that the total cost for the 18 month programme is £1,000 + VAT (an invoice will be delivered upon application)
- Please sign me up to the 'Progression Accelerator' option (£295 + VAT per person)

All training is delivered at SAIC offices in Stirling and at the Stirling Court Hotel. The first training event is residential with accommodation provided at the Stirling Course Hotel.

SMEs can apply for 50% discount – please indicate if you would like to apply for this.

---

### APPLICANT DETAILS

Name:

Address:

Email:

Tel. No:

We will only use your email to contact you with information about your application or news about the programme. If you would like to be added to SAIC's general mailing list, please tick here:

Do you work for an SME?

- Yes  
 No

Will you require accommodation at the Stirling Court Hotel?

- Yes  
 No

---

### FOR INDUSTRY APPLICANTS

Name of company:

Address of company:

Name of Line Manager:

Name and address for invoice:

Signature of Line Manager:

---

Please return this form to [mary@scottishaquaculture.com](mailto:mary@scottishaquaculture.com) or post to:

Scottish Aquaculture Innovation Centre, Unit 19, Scion House, Stirling University Innovation Park, Stirling FK9 4NF

Terms and conditions:

A full refund will be given on cancellation up to 4 weeks before the start of the programme

A 50% refund will be given on cancellation within 2-4 weeks before the start of the programme

A refund will not be given on cancellation within 2 weeks of the start date of the programme but it is possible to substitute attendees. Please contact [mary@scottishaquaculture.com](mailto:mary@scottishaquaculture.com)