



# The Herschel Programme for Women in Technical Leadership

Technician Commitment Signatory Event

23 November 2022



Funded by



# The Herschel Programme for Women in Technical Leadership

Background



# Background

Existing research has shown that **whilst 41% of technicians are female – just 32% of technical managers are female, including in disciplines where women outnumber men.**

This is a national issue and the programme aimed to equip women technical leaders with skills to close the gap.

Co-developed content and modules with technical input.



# The Herschel Programme for Women in Technical Leadership

Programme Structure



# A tailored and bespoke approach for current and aspiring women technical leaders

## Cohort-based

- In groups of c.30 delegates. Shared learning opportunities within groups that were designed to maximise diversity in discipline, institution and UK location

## Action learning set groups

- To develop closer and more personal delegate relationships. Created a safe space to share specific, and often shared, challenges associated with women in technical leadership

## Events

- An online launch event and in-person celebration event of all delegates to create a real sense of community and achievement

# The Herschel Programme - Structure

Named after Caroline Herschel, a pioneering 18<sup>th</sup> century woman astronomer considered an early 'technician' to her brother William



Image credit: Royal Society ©

6 month programme featuring 4 module workshops and complemented by action learning set groups

You as a Leader

Confidence and Empowerment

Influencing and Negotiating

Culture and Context

# The Herschel Programme for Women in Technical Leadership

2022 Pilot Programme



# The Herschel Programme 2022 Pilot

- Over 170 women from across 55 UK HE and research institutes have completed the programme
- Six-month duration from January to July 2022
- Delegates were in one of 6 cohorts
- Celebration event held on 14 July in London





# Action Learning Set (ALS) group poster presentations

All delegates were grouped into smaller ALS groups, 36 in total

Delegates shared their experiences of the programme and their key learning points



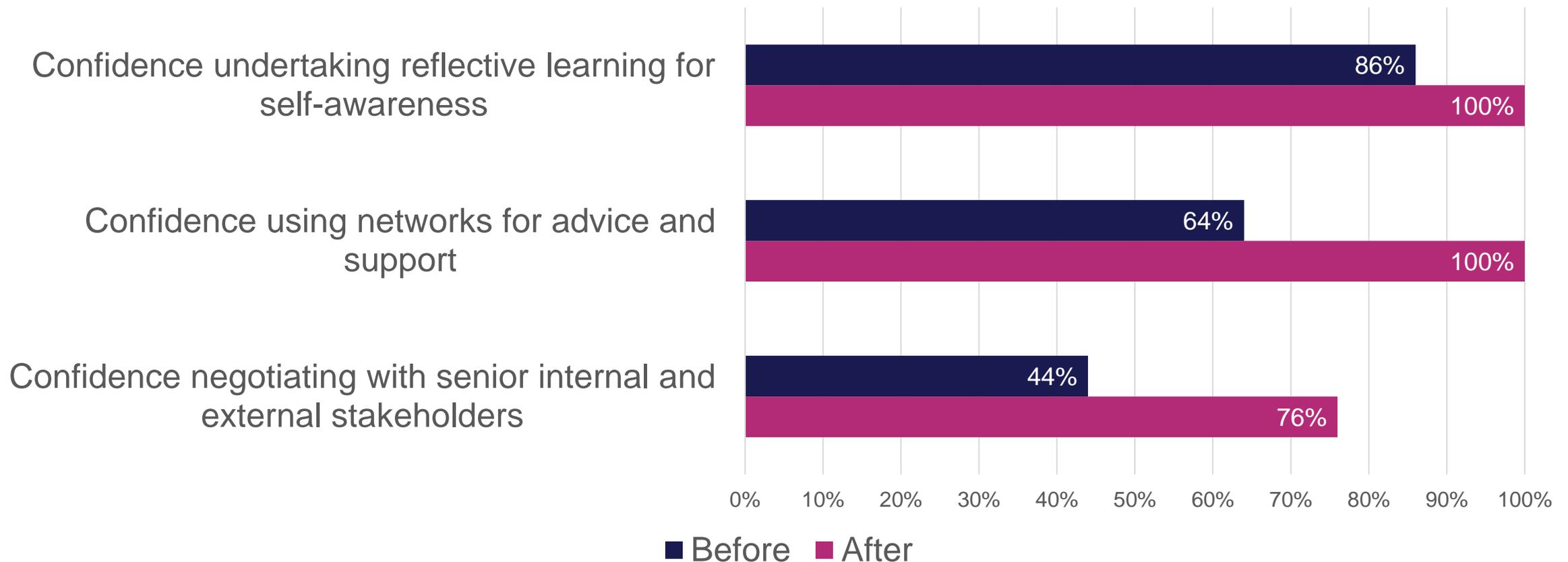
Posters were incredibly creative and collaborative and displayed at the celebration event

# The Herschel Programme Film

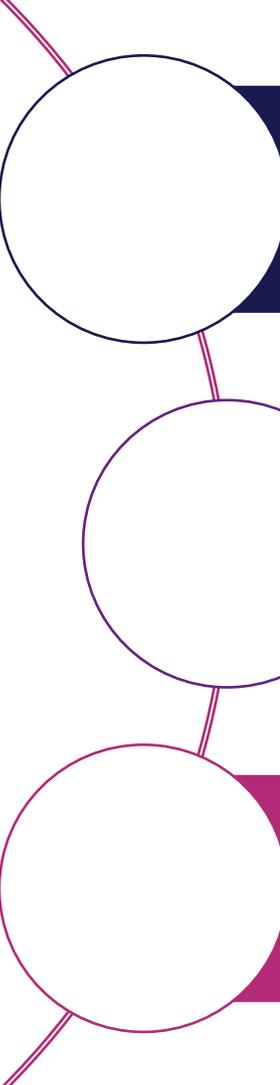


# The significant impact on delegates – comparison of pre and post programme survey responses

Delegates were asked to indicate how much they agreed with the following statements. *The % represent responses that were 'slightly agree' 'agree' or 'strongly agree'*



# Some powerful qualitative feedback



“The Herschel Programme has really impacted my life as a research technician, it gave me confidence, boldness... and I am the master of my own craft”

“Gained perspective on technician’s inner thoughts and feelings, the unique issues that we face and how to work to overcome them!”

“The Herschel Programme has been the best thing that has ever happened to me and has changed my life for the better. It has helped me to find the confidence to recently apply for a secondment within a higher technical role that I got with the help of the course. I used the knowledge that was passed down to me from these inspiring women and will be forever grateful. I am very excited for the future and what's to come.”

# The Herschel Programme for Women in Technical Leadership

2023 Programme



# 2023 Programme

**354** places  
awarded

**71** organisations  
represented

**80%** Aspiring  
**20%** Current  
leaders

**24%** RI  
**76%** HEI

