Exemplar Leadership Objectives

Leadership objectives should align with University Strategies (e.g. L&T) and College/School/ Service Strategy and follow the SMART format.

Some exemplar Objectives are provided below.

Example 1

Ensure that the student experience within the School/Service, is prioritised, with appropriate individual and team objectives developed and reviewed accordingly.

To achieve this, I will
1. Align the team goals to the University Learning & Teaching strategy, using feedback obtained from the National Student Survey by DATE
2. Facilitate a team brainstorming session to develop the team objectives for the forthcoming year by DATE
3. From the team objectives, agree individual objectives relating to the enhancement of student experience for each team member taking into consideration individuals career development aspirations by DATE
4. Review progress on team and individual objectives quarterly

Example 2

Recognising the need for consistency of the student experience, prioritise the adoption of University-wide guidance on student voice and assessment, as well as broader expectations concerning enhancing and developing teaching as set out in the University L&T and Student Experience Strategies.

To achieve this, I will
1. Provide the team with training using the University-wide guidance on student voice, teaching and assessment by the end of Semester 1.
2. Join relevant internal and external networks associated with learning, teaching and assessment to learn about best practices in the University and Sector by DATE.
3. Create an action plan for enhancing student experience for the School/Subject area/Department, ensuing alignment with College and University approaches by DATE
4. Review progress of action plan twice per semester.

Example 3

Following the PDR round, create a team learning and development plan which aligns with University Strategy and individual career aspirations and development needs. The plan will capture costs, resources, development method and connections to the University strategy. The plan will be created by DATE and implemented across the academic year. Quarterly

Last revised July 2025

progress reviews will be carried out to ensure the plan is implemented and adjusted where required.

Example 4

In response to user feedback, improve the average start to finish response time on Helpdesk Enquiries to the X team by x%. Current average response time is X%.

To achieve this, I will complete points 1-3 by DATE.
1. Review the self-service knowledge base articles, ensuring common query types are adequately covered.
2. Set new Service Level Agreement
3. Re-organise team rota to ensure adequate coverage throughout the day, using current data to guide peak submission days/times.
4. Review of response times a standard agenda point in monthly team meetings.

Example 5

Actively contribute to improving the student experience by engaging in personal development focused on equity, diversity, and inclusion, and by applying this learning to identify and address barriers within current service provision that impact student opportunity, wellbeing and/or belonging. This includes completing relevant internal training, championing inclusive and accessible practices, and embedding student-centred approaches that reflect the diverse needs of the student community.
To do this I will
1. Self-assess my development areas and identify training opportunities by DATE
2. Use my learning to identify and address barriers within current service by DATE
3. Engage team with new approaches by doing XXX
4. Assess effectiveness of actions using student feedback and satisfaction data by DATE.

Example 6

Lead on embedding the student voice through engagement with the Staff-Student Liaison Committee (SSLC), staff-student partnership and/or Evasys by improving [XYZ] in course evaluation during [academic year]. Effectiveness will be measured by student feedback in the above groups.
1. Liaison with appropriate committees by DATE
2. Planned improvements/actions that align with University/College approaches, in place by DATE
3. Assessment of effectiveness by DATE

Last revised July 2025