

SDF Staff Developers **CONFERENCE**



FUTURE FIT

9th - 10th November 2016
Mercure Sheffield St Paul's Hotel & Spa



staff development
forum

Developing Excellent Practice
Supported by the Leadership Foundation



- 09:00 Registration and refreshments (Foyer Area)
- 09:30 Welcome and SDF updates (City Suite)
- 09:45 What brings you here? (City Suite)
- 10:15 Keynote 1: Future/Context of HE (City Suite)
- 11:15 Refreshments and exhibits (Foyer Area)
- 11:45 Speed Networking/Getting to know the Sponsors (City Suite)
- 12:00 Keynote 2: Towards Maturity (City Suite)
- 13:30 Lunch
- 14:30 Parallel Keynote 1, 2, 3 & 4
- 15:30 Refreshments and exhibits (Foyer Area)
- 16:00 Workshops (1 - 6)
- 17:00 End of day one

- 17:15 Juice Boot Camp/ Getting to know the City
- 19:00 Drinks reception and Piano music (Foyer near main reception)
- 19:30 Awards ceremony/Conference dinner (Foyer near main reception)



KEYNOTE 1

What Lies Beneath? - The changing HE context - stepping into the future



Vijaya Nath
Leadership Foundation for Higher Education

This session will review the competing tensions and changing HE context and provide headlines re current shifts in HE policy

It will provide a few provocations and invite audience participation in bringing to the surface what lies beneath these challenges.

The session will invite conversation and exploration of existing organisational perceptions regarding The Future for HE, the output from this interactive exercise will begin a map of The Future for HE.

KEYNOTE 2

Getting fit for the future of learning in HE - lessons from top performing learning organisations around the globe



Laura Overton
Towards Maturity

Staff development professionals have a significant role to play in building the capability of modern HE institutions if they are to be competitive in a global market place. In the same way our institutions are having to redefine their offering to meet the needs of demanding customers, learning professionals are also being challenged to do the same. So what can we learn from our peers in other sectors around the globe? When it comes to new technology and new models of learning, what is working and what isn't? This session will draw on the very latest research with over 600 staff development professionals to explore practical ideas about:

- How to integrate learning and work
- How to build business buy
- How to harness technology more effectively
- How to equip staff development professionals

PARALLEL KEYNOTE 1

Technicians Make It Happen



Kate Ford
Gatsby Charitable Foundation

To highlight the role of technical staff and the changes in the sector that are resulting in increased pressure and difficulty in recruiting new technical staff with the required skills.

- raise awareness of what Technicians do and the challenges within HE
- highlight the role of SD and OD professionals in helping address these challenges;
- give an overview of the work being done by partner organisations HEaTED and TDM #techniciansmakeithappen

PARALLEL KEYNOTE 2

Recognising the Value and Impact of Coaching in Higher Education



Colleen Harding
Bournemouth University



Lisa Sofianos
Robun Ryde Consulting TBC

Although there is a growing body of literature on the impact of coaching, there remains limited evidence of whether, or how, coaching is valued and how the impact of coaching is measured in Higher Education (HE). During this session we will report on the findings of a research study exploring coaching in HE that aimed to address this gap and provoke thought. Leadership and debate within the sector on how coaching is used, how it is valued, and how impact is measured.

We will report on some case studies from the sector and consider a provocation that challenges the notion of the Return on Investment for coaching. During the session we will explore other ways of measuring the value and impact and also consider if/how the provocation could be applied to other areas of Organisational and Staff Development practice.

PARALLEL KEYNOTE 3

Leading Edge Learning - How using Market Discipline Strategies can make Learning and Development Fit for the Future



Hedda Bird
3C Performance Management

In this interactive presentation, you will learn the three core Market Discipline strategies and then practise applying them to

- analysing the different strategic approaches your L&D team could take
- assessing how your chosen L&D strategy fits with your University's overall market strategy for the future
- developing the skills and appropriate structure in your team
- deciding how to invest and spend your budget and your time
- securing support for your approach from senior leaders and the wider workforce

PARALLEL KEYNOTE 4

Learning and Development's role as Performance consultant



Paul Matthews
People Alchemy

This workshop will explain what Performance Consultancy is and how it fits within and enhances the traditional L&D role, and how that would affect the day to day relationship between L&D and operations. Show how the use of a Performance Consultancy approach affects the L&D 'brand' within an organisation, and demonstrates the impact the L&D can make beyond their traditional role of learning provider.

Share the basic steps of Performance Consultancy in terms of the way to respond to a training request from operations managers so that the assumptions behind the request are gently challenged, and the focus is on performance outcomes rather than the training as an event.

Workshop 1

UKPSF pathway



Sarah Chesney
Flourish Learning



Jeremy Benson
Flourish Learning

Flourish Learning explain how their online pathway supports staff applying for HEA Fellowship.

This parallel session will give attendees an opportunity to learn about an online approach to developing staff applying for professional development recognition with the support of an institutional mentor. We will ensure that there is time for attendees to discuss the wider themes around measuring the impact of mentoring systems; benefits and challenges of introducing online development opportunities and staff digital capabilities - themes that will underpin the session.

Aims:

- Share the thinking behind a newly designed online developmental UKPSF Pathway. The Pathway is designed to support staff applying for non-accredited routes to HEA Fellowship with the support of a mentor.
- Demonstrate the Pathway to the audience with the aim of getting feedback and input from SDF Members.
Of interest to - SDF members with:
a responsibility for UKPSF Schemes; an interest in developing online mentoring and support; an interest in embedding the development of digital skills in SD

Workshop 2

An exploration of the contribution of Learning and Development/Organisation Development to the development of the HE sector: experiences from Scotland



Lorna Prince
University of Stirling

This session will consist of two core themes:

- Building on the changing content that L&D/OD practitioners experience, it will explore what the professional development practitioner needs to know and do given this changing context.
- It will introduce the collaborative approach taken in Scotland to enhance the nationwide professional development network as a supporting, and enabling, mechanism for L&D/OD HE practitioners.

Workshop 3

Navigating your Career in HE



Lucy Owens
Lucy Owens Coaching

As L&D practitioners, it's easy to overlook your own career path and spend all your time focussing on others' development. This engaging, interactive session offers the opportunity to put the spotlight on your working life by:

- Taking stock of your career to date
- Exploring the "Career Anchors" that are most important to you

Workshop 4

Divergent, insurgent, allegiant and emergent programme design? A brave new world or a step too far?



Alison Leggett
University of Bristol



Ros Hitchen
University of Bristol



Alastair Work
Leadership Foundation for HE

In this interactive workshop we will share our experience and learning from designing and delivering an emergent, co-created senior leadership programme at the University of Bristol.

We will explain what we set out to achieve and why we chose this format. We will also reflect on our experience and the initial impact on the participants and the organisation.

We will share some of the techniques we employed within the programme.

At the end of the session participants will have been introduced to some new styles of programme design and heard some honest reflections on the experience and impact.

Workshop 5

HEaTED's Professional Development Route Map: an action plan for HEIs



Katherine Forsey
HEaTED



Sue Churm
HEaTED

Supporting you to support technicians. Presentation and practical workshop based around the new Route Map, which provides key milestones in promoting opportunities to develop the technical workforce from the perspective of both the individual and the organisation. We will also signpost routes to further support and resources for your technical staff.

Workshop 6

The Online Learning Designer's Toolkit



James McLuckie
Goodpractice



Ross Garner
Goodpractice

Creating online learning aimed at professionals in Higher Education can be a minefield. Which delivery methods should you use? How do you structure content to appeal to both academics and supporting professionals? What will really engage learners across faculties and support departments? James McLuckie and Ross Garner, who between them have over 15 years' experience in the field, will provide an 'in the trenches' guide to creating online learning. They'll talk about what works, what doesn't, the lessons learned, and the tools and methodologies that have become invaluable to them.





- 09:15 Welcome to day 2
Over-view of day
(City Suite)
- 09:30 Keynote 3: A taste of "Fierce"
(City Suite)
- 11:00 Refreshments and exhibits
(Foyer Area)
- 11:30 Workshops (7-12)
- 12:30 Lunch
- 13:30 Workshops (13 - 17)
- 14:30 Learning transfer - World café session
- 15:30 Conference closes

KEYNOTE 3

A Taste of "Fierce"



Sarah Vogel
People Development Associates Ltd

This session will introduce participants to the 4 objectives of a Fierce Conversation, enable them to discuss and reflect on 3 transformational ideas, and understand 7 principles that are the foundations of Fierce. Together, these will start to shift their understanding of "conversations" and "accountability" and the power they hold in improving empowerment, execution and results. During this foundations session participants will also be invited to consider the implications of their insights on themselves, their teams and their organisations.



Workshop 7

HEFCE Catalyst Project: Technician Development & Modernisation (TDM) Creating Career Pathways for Technicians



Terry Croft
University of Sheffield



Chris Turgoose
University of Sheffield

The HEFCE catalyst project is currently being funded to develop practical tools for HEI's and the technical community to use to support strategic development of the technical workforce and to create career pathways for technician.

This will be a practical session, designed to:

- raise awareness about the different tools under development and to simulate discussion about the role of SD and OD professionals in engaging with and support this work

By the end of the session participants will have:

- an overview of the project activity and its relevance to Future Fit for Technicians
- had the opportunity to discuss/provide feedback on how these tools may support them in their role and also how they, as SD and OD professionals can actively engage with technicians development at a local level. This feedback will help inform future development and implantation of the tools.

Workshop 8

How the effective use of Psychometrics can impact the Coaching Relationship



Sandra Booth
University of Manchester

This session we will look at how understanding yourself and others in more depth can impact on the coaching relationship. Using Myers Briggs type indicators (MBTI) to identify:

- How your own type can affect the coaching relationship
- How being aware of your own type can help identify potential issues and impact on the way you relate
- How identifying the coaches type can give greater insight and help develop more understanding
- How psychometrics can affect and impact the "inner game"

Workshop 9

Culture, capabilities and commitment - the three challenges for staff and organisational development professionals in HE



Malcolm Harper
University of Manchester

To stimulate reflection and debate on the perennial strategic issue of how staff and organisational developers can most effectively be positioned to support the HEI, leaders/managers and individuals in pursuit of their legitimate goals. By the end of the session participants will be able to:

- Evaluate the fitness of their service/strategy/organisational position in relation to influencing the achievement of their aims as staff and organisational developers and, in turn, the goals of the HEI, leaders/managers and staff groups

Workshop 10

Maximising Collaborations, Minimising Conflict - Creating Functionality Fluent Leaders and Managers for Shared Leadership



Valerie Fawcett
Oxford Brookes University

Leaders for the future need to be able to garner the ideas, expertise and talents of all staff in order to make the best decisions in a challenging world. This requires the ability to develop strong relationships themselves and encourage the same in their teams to maximise collaboration and healthy challenge and avoid energy-draining types of conflict. At Oxford Brookes, we have placed the Functional Fluency model at the heart of our new Brookes Leadership Programme to enable the development of self-awareness which will encourage the development of this ability and understanding of relationship dynamics. After this session you will be able to:

- Describe and demonstrate the Functional Fluency model, developed by Susannah Temple and based on Transactional Analysis
- Identify your own effective and non-effective behaviours" as participants in this workshop will be able to gain that practical benefit from it as well as exploring how they could use it with others
- Explore the use of the model to develop managers and leaders and shared leadership
- Explain how this model and its accompanying profiling tool (TIFF) is being used as a basis for the new Brookes Leadership Programme for managers at Oxford Brookes University

Workshop 11

Emotional Intelligence: Pipe-Dream or Prerequisite for the Future of Staff Development?



Alice Cowell
TMS Development International Ltd

As the modern workplace continues to evolve, there has never been a greater need for leaders and team members to develop high levels of emotional intelligence (EQ). In pursuing Emotional Intelligence, do we all know what we are looking for? Drawing insights from the latest research we will explore the aspirations of Emotional Intelligence whilst identifying the barriers that prevent us from achieving a high EQ.

- Access the model and language to enable you to develop Emotional Intelligence at both a personal and team level.
- Awareness of the most recent research surrounding EQ, as well as the impact that it can have on managers and leaders.
- Appreciate the most common mistakes made in the quest for developing Emotional Intelligence.
- Develop practical strategies to cultivate an emotionally intelligent culture.



Workshop 12

Realising your Potential at Durham University: A Behavioural approach to underpin recruitment, induction, development discussions, talent management and valuing the contribution of staff



Sophie Sowerby
University of Durham



Claire Tindale
University of Durham

We will share how we scoped, developed and introduced the Realising your Potential Approach at Durham. Outlining the good, the bad and the ugly side of the project. Highlighting the various applications that we have already started to use and the benefits that we have derived from the approach. We will take you through the resources that we have developed to assist colleagues to use the tool. Finally we will share our plans for the future.

We hope that it will prompt further thought as to how you could use a development framework in your own institution.

Workshop 13

Establishing a Technical Network



Helen Charlwood
University of Hertfordshire



Kevin Oxley
University of Sheffield

Technical Networks - How to create, support and facilitate a technical network at your institution. You will have the opportunity to explore different models used by Universities across the UK and will leave well placed to establish your own internal technical network. Links to complimentary support services and local and national networks will be highlighted.

- Increased awareness of the benefits and challenges around establishment of technical networks
- Improved knowledge of different technical network models and the support services available



Workshop 14

Action learning - preparing for your future



Tracy Ellis
University of Liverpool



Meriel Box
Liverpool John Moores University

8 practitioners from North West HEIs engaged 40 women a mix of academic and professional services staff in cross institutional action learning sets during 2015/16. This session focuses on how a collaborative intervention of this nature can serve to increase the opportunity for staff and organisational developers to work together towards a common goal and to provide a shared space for individuals from institutions to broaden their peer network and engage in an initiative.

The session will enable delegates to understand the implications for everyday practice leading to sustainable relationships and positive impact on their individual and group practice.

- To disseminate the work of the cross institutional action learning project undertaken by North West Universities.
- To share the journey and evaluation findings of the North West Cross Institutional Action Learning Initiative.
- To raise delegates' awareness of the 2016/17 LFHE Small Development Project: developing a Cross Institutional Action Learning Good Practice Guide for the sector

Workshop 15

An Introduction to the Wheel of Life/Wheel of Work



Kathy Ashton
Leeds Beckett University

This session will introduce a commonly used coaching tool which enables people to assess their satisfaction with their work-life balance. You will work through the wheel yourself to:

- Gain an awareness of the tool.
- Learn how to adapt it to different situations.
- Gain an awareness of your own balance at home or work

Learning transfer - World café session:

- How do we take what we've learned forward?
- What next?
- What do you need from others and/or the SDF?
- SDF Exec/Regional Chairs

Workshop 16

Enabling Course Leaders to Lead



Julian Bancroft-Martin
University of Worcester

Typically found in the centre of organisational structures, academic course leaders feel daily tension between developing their students, their subjects and their course teams. Additionally, they aim to manage the role within local, national and often professional contexts. The Leadership Development Team have run an Academic Course Leadership programme (a Masters level module) for six years which, over the course of a year, introduces and explores these tensions and links leadership theory to practical application. Participants are assessed through their presentation of a project that they undertake during the year which is focused on their leading an enhancement of an area of their role.

This session will therefore outline the approaches taken within the programme and, with the aim of facilitating discussion, will focus on some of the emerging issues arising from regular evaluations of impact as well as participants' first hand experiences.

Workshop 17

Transformative Career Progression for Academic Staff



Colleen Harding
University of Bournemouth



Sally Worth
St George's, University of London

During this workshop we will report on the early findings from a study that looks at the ways in which we support academic career progression. Moving away from the notion that career support should be focused on developing academic outputs, we will present findings from a research study that looks at the transitional points in the development of an academic career and the type of support that academics have accessed, or would have liked to access, at each stage. Participants will have the opportunity to critique a draft 'Career Intervention Tool' that is being developed as part of the project to help ensure that it will be useful resource for them to use when supporting the development of academic careers, and useful for academic staff in their institutions.

Workshop 18

Becoming an Employer Champion Institution



Ali Orr
Science Council



Jeroen Stam
Head of Organisational Development for the Medical Research Council

Raising awareness of how institution-wide support can ensure a technical workforce that is fit for the future and the role of SD/OD in achieving this.

Highlight the benefits of the Science Council's Employer Champion programme.

Share success stories of Employer champions including the University of Newcastle and the Medical Research Council.

Discuss the expectations of funders of higher education and the future implications for technical staff development.

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