

SDF Staff Developers **CONFERENCE** 2015



23-24
APRIL
CARLTON
HOTEL **EDINBURGH**

Programme

Exploring 21st Century
Organisational Culture
inclusivity, agility and innovation

Keynote 1 Highland Suite

Agility in Academia:

How can we tap knowledge and expertise to promote smart effective HE responses to a fast changing world



John McGurk CIPD Head of Scotland

Using a variety of insights and techniques ranging from CIPD's Innovation research, Hackathon methodology and our emerging work on leading transformational change Dr McGurk will outline how HE can engage with a world of learning change and opportunity. He will explain the role of HE in building Scotland's Skilled Future and how we can harness the intellectual capital and capability of the sector.

Keynote 2 Highland Suite

Crossing the Academic -

Commercial Divide: The Role of Learning Professionals in Developing the 21st Century University



Dave McGuire Edinburgh Napier University

The traditional characterisation of universities as citadels of teaching and learning, shielded from budgetary and commercial pressures and immune to reform and evolutionary change is obsolete. Increasingly, UK higher educational institutions possess multiple income streams arising from domestic, online, industry and overseas activities, forcing a re-evaluation of the effectiveness of traditional university roles and structures. Add to this, the introduction of a stronger managerialist

day **23**
One APRIL

Registration 09.30
Refreshments Available

Welcome & SDF Update 10.00
Paul Dixon, SDF Chair / Highland Suite

Keynote 1 10.15
John McGurk / Highland Suite

Refreshments and Exhibits 11.15

Keynote 2 11.35
Dave McGuire / Highland Suite

Lunch 12.35
Bridge Room

Parallel Sessions 13.35
1 - 4

Refreshments and Exhibits 14.45

Parallel Sessions 15.00
5 - 8

Day One Closes 16.00

Ghost Tour 16.45

Drinks Reception 19.00
Sponsored by Cylix

Fellowship Awards and Conference Dinner 19.30

Followed by a Disco
Sponsored by Marshalls

Parallel Sessions

1 Agile: Not just a Pretty Name

Owen Ferguson
Good Practice TBC



The business world is abuzz with talk of the need to be agile but this current obsession has deeper roots than many realise. From its earliest conception as a better way to deliver software through to its current status as the latest darling of business management, Agile has always represented a radical break from traditional thinking. Using a real life case study, Owen will explore why Agile is so different from business as usual and demonstrate how it delivers better solutions, under budget and ahead of schedule.

Through a mixture of presentation and participation, the audience attending this session will learn:

- Why agile is more than just a vague aspiration
- Lessons learned from applying agile in real life project
- How Agile can be applied in an learning context
- What steps they can take to apply Agile in their own workplace

2 Ease the Load: Agile Project Planning

David Longstaff
Positive People TBC



Most busy professionals are spinning between 70-100 projects in their work and home life.

While some of these are managed by structured project plans, many other 'informal' projects cause stress and overwhelm.

Using a hands-on exercise, this workshop will explore how we can use straight-forward agile project management to bring control to our world and regain personal life.

3 An Intro to Heart - Centred Leadership

Alisoun McKenzie
Consultant TBC



Have you ever felt you need to become someone you're not, in order to succeed? Or felt unsure about how to get the best results?

This workshop is for managers and leaders who aspire to develop an authentic leadership style - one that yields results through being true to yourself, engaging your heart, acting with integrity, striving for excellence and being of service to others.

During this inspiring workshop you'll be introduced to the 9 Principles of Heart-Centered Success, and discover how these collectively offer an authentic, compassionate & enterprising approach to leadership and success - one where you can feel confident being you and enjoy the results you get. Imagine how good it would feel to succeed simply by being the person you were born to be and touching the lives of others.

4 Promoting passion in an Innovation and Enterprise culture

Bill Buchanan School of Computing at Edinburgh Napier University TBC



This presentation will show how organisations can encourage a culture of innovation and enterprise, including showcasing examples of good practice and how management styles can be created to encourage innovation. This will include the usage of internal Ted-style talks for motivation and encouragement. The session will also use wireless voting in order to poll viewpoints on key topics.

5 How can Creating a Cohort of Internal Accredited Coaches Impact on Organisational Culture?

Steve Collins The CALM Network
Angie Allcock Staff Development Manager
Andrea Farrell University of the Arts London TBC



This session will present an initial evaluation of the work of two different universities to create coaching support to promote and enhance organisational learning. As part of this project, Bath and the University of the Arts independently trained cohorts of internal coaches to ILM Level 5 Certificate in Coaching and Mentoring level. The evaluation is based loosely on the classic Kirkpatrick model which measures effectiveness at four levels, from 'reaction' to 'return on investment'. Delegates will be invited to comment and share experiences of their own coaching programmes.

6 Ease the Load: Innovative Capturing A Day in your life ...

David Longstaff
Positive People TBC



8:30am - Arrive at the office, John catches you down the hallway. "can you handle ...?"
8:32am - Arrive at desk, phone's ringing - it's the Head of School about the new project ...
8:33am - Still on the phone, the boss pops over to the desk: "will you be able to ...?"
8:35am - Switch on email ... Agggh!
If that's your day and your "to do" list lasts 5 win for most people

7 Session 3 Repeated An Intro to Heart - Centred Leadership

8 Session 4 Repeated Promoting passion in an Innovation and Enterprise culture

Keynote 3 Highland Suite

Confidently different: *new perspectives, networks and resilience*



Jane Cordell ResultCIC

The talk will be in three parts with brief discussion points after each:

- What is it like to be obviously 'different'? My experience as a deaf woman working in mainstream institutions
- Why do we sometimes fear being fully ourselves and what is the impact on our organisations?
- What can we do about this? The surprising results of a training/coaching pilot and some thoughts for the future.

Keynote 4 Highland Suite

How do you put a Giraffe in Fridge?

Dee Bleakley Tree of Knowledge



This session will use Tree of Knowledge's 'entertaining, enlightening, and educating' approach, including both theory and practice, Dee will explore the idea of resilience and the mindset required to tackle change.

- Understand what a positive mindset is and the benefits of building resilience
- Learn how to cope with potentially stressful situations
- Recognise your own responsibility and the impact on your working environment
- Explore the importance of a positive attitude in times of change

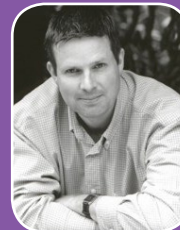
Panel Highland Suite

What org culture could be like, why, and implications on development practitioners

Panel discussion followed by questions and answers



Morag Black
Standard Life



David Longstaff
Positive People



Tania Hemming
THis Consulting



Kate Cooper
Institute of Leadership Management

Parallel Sessions

9 Theory into practice: *Doing things Differently*



Johanne Malin
Director Changing Step TBC

A practical session to look at how to start applying the theory. This workshop aims to develop a shared vision for an inclusive culture in HE and create a methodology for implementing change in a new way. Delegates will look at where they are now and consider real scenarios to determine where they want to be.

11 TBC



Ginnie Willis
Programme Leader for LFHE Aurora TBC

Aurora aims to encourage a wide range of women in academic and professional roles to think of themselves as leaders, to develop leadership skills, and to help institutions maximise the potential of these women. Ginnie will discuss how the programme has progressed to date and what the future holds for women in and aspiring to develop into leadership roles across Higher Education

10 Adaptive Leadership: *Agility in the Face of Ambiguity*



Sandy Wilkie
RSVP TBC

Much has been written about the nature of leadership within HE, and whether it's actually possible given the nature of academic structures & cultures. We will begin with a discussion on examples of leadership styles you have seen work effectively within your own HEI. The session will then explore the nature of Adaptive Leadership developed by Harvard (Heifetz et al) and reflect on examples of how it works within other public sector organisations; health and the police force. We will then conclude on barriers & opportunities for organisational agility.

12 Exploiting Technology in a 21st Century Organisation



Celeste McLaughlin and Margaret McKay
JISC TBC

The first part of the session will focus on inclusive learning and it will provide an overview of the importance of incorporating inclusivity into everyday practice. The session will offer an opportunity to consider how delegates might exploit technology to ensure that they meet their duties within the Equalities Act 2010 and to consider how these approaches might be adopted by a wide range of professionals across their institutions. The second half of the session will focus on innovative use of technology and will highlight some examples demonstrating how technology can benefit the 21st century organisation.

day **24**
TWO APRIL

Welcome Day Two 9.30
Jessica Dall and Lorna Sinclair, Highland Suite

Keynote 3 9.45
Jane Cordell / Highland Suite

Refreshments and Exhibits 10.45

Panel 11.00
Highland Suite

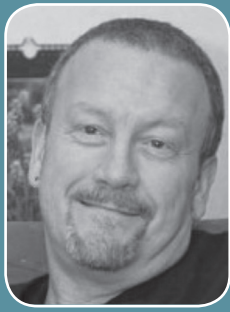
Lunch and Exhibits 12.00

Parallel Sessions 13.00
9 - 12

Keynote 4 14.00
Dee Bleakley / Highland Suite

Conference Close 15.00
Paul Dixon, SDF Chair

SDF Chair Welcome



Dear colleagues

A number of you may know that this will be the last SDF Conference that I am involved in as Chair as my term of office comes to an end in July 2015. I hope to see friends and colleagues at future Conferences when I can relax more into the role of delegate, much depends on my personal future plans.

So not only do I want to thank colleagues in Scotland for their sterling efforts in sorting out this Spring Conference – in particular Jess and Lorna, but all those who have contributed to the organisation and planning of these Conferences over the years. In 2008 – a small gathering took place in UEA. I foolishly volunteered to coordinate the next one in Manchester in 2009. Since then however those involved have demonstrated an increasing professionalism and slickness in putting together programmes that will interest, amuse, and educate. The current Conference is no exception. I find organisational culture (the society of organisations) a fascinating and intriguing topic, particularly, in HE and how that may inhibit or facilitate organisational success through people. So thanks to: our current organisers; as ever our wonderful sponsors, please do spend some time engaging with their wares and having interesting conversations with them; and my SDF colleagues for their work back stage. But of course biggest thanks to you all as participants for your time and energy in attendance, and for your continued support of SDF. I'm sad that I won't be involved in things SDF in the future. It has been a great honour and privilege to work with so many talented, committed and fun people.

Have a fantastic Conference, enjoy the wonderful sights and life of Edinburgh, enjoy each other and have fun.

Go well in all your future endeavours.



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