

SDF Staff Developers **CONFERENCE**



12-13TH
NOVEMBER
MARRIOTT **BRISTOL**

PROGRAMME

Scanning the Horizon;
Preparing for the Future

Registration	09:30
Welcome and SDF updates Angie Allcock and Nick Gallagher-Hughes, SDF Chair	10:00
Keynote 1	10:15
Break	11:15
Keynote 2	11:30
Lunch	13:00
Parallel sessions	14:00
Break	15:00
Parallel sessions	15:15
Social event - Boat trip	16:30
Drinks reception Sponsored by Cylix	19:15
Fellowship awards and Conference Dinner followed by disco Sponsored by Invensis	19:45

Keynote 1 'Values Based Leadership'

Daren Rubins

Chief Executive Officer of PHD Media



Daren has been on a journey of discovery in leadership over the past 8 years and plans to share his experience of turning a cynical culture into an open, empowering one. PHD Media now has the best client and talent retention records in the UK, win more awards than their competitors and have finished in the top 20 of the Sunday Times Top 100 Companies survey for the last two years.

Keynote 2

'The Changing Nature of University Leadership: Implications for Development Practitioners'

A panel of 4 distinguished speakers will give a short response to this topic, then Dr. Lesly Huxley (Leadership Foundation for HE) will chair a 'Question and Answer' Session



'HE in 2020: will we have the leaders we need?'

Dr. Sue Shepherd
University of Kent

Sue will paint a picture of the typical university leadership team in 2020. Who will they be? Where will they come from and what preparation will they have had for the role? She will then explore the issues raised for leadership capacity building in the sector and highlight potential challenges for staff and organisational development professionals.



Building Sustaining Shared Leadership in Higher Education

Prof. Richard Bolden
University of the West of England

Whilst the concept of shared leadership is now widely advocated in HE it remains notoriously difficult to develop and sustain over time. This session will share findings from a recent stimulus report for the Leadership Foundation for Higher Education that summarises recent research and practice on shared leadership and the implications for developers and practitioners.



The Dynamics of Self Leadership

Dr. Mike Munro Turner
Leadership Coach, Jericho Partners

To deal with the challenges the HE sector faces, it is not enough to transform our organisations - the uncomfortable truth is that we first have to transform ourselves as leaders. This talk will explore how leaders can develop 'Self Leadership' capacities and so be better prepared to lead in an increasingly volatile, uncertain, complex and ambiguous world.



'How to support and develop academics to become academic leaders: my personal journey'

Prof. Julian Chaudhuri
Dean, University of Bradford

Prof. Chaudhuri will share his experiences and lessons learned from his career in different universities to answer questions such as:

- How do Universities encourage and motivate their academics?
- How do they 'capture' their interest as new lecturers and at recruitment?
- How do we identify the 'talent'?

Parallel sessions

1



Magdalena Bak-Maier
Founder and MD Make Time Count

How to tap hearts and minds to best cope with a VUCA world

In this interactive session we will

- Explore the Volatility, Uncertainty, Complexity and Ambiguity world of HE from three perspectives (Staff Development/OD Practitioner, HEI employee and HEI leader) to enrich our understanding of what's happening in the sector.
- Discuss barriers and enablers of success based on work with senior leaders and staff across technical, professional, entrepreneurial and creative groups.
- Introduce the 'Get Productive Wheel' model as a framework and practical tool for helping managers, leaders and practitioners foster conditions in which we can develop natural horizon scanners.
- Run conversations that connect heart and mind intelligence.

2



Sadie Harries
Invensis

Scanning & Planning

Scanning the horizon is one thing, but planning strategies that can help you adapt, evolve and navigate the changing horizon is quite something else. This highly interactive facilitation session will take delegates through an innovative strategic planning tool that combines PESTLE, SWOT and Kaizen to identify a range of future proof strategies that can be used to help align Learning and Development activities with organisational changes.

3



Mary Dees
Director pixelfountain



Paul Ladley
pixelfountain (working with University of Manchester)

Intergenerational working - Understanding, motivating and engaging with Generation Y and Z

An exploration of the challenges with intergenerational working including working styles, behaviour modes and motivations. Including the findings of action research into intergenerational workplace behaviours using transactional analysis and behavioural economics.

Using innovation learning methods including learning simulations (SIM UNI & Planit) with examples from undergraduate and intern learning programmes in Northampton University, University of Sheffield and London Met University. Also examples from staff development learning programmes at MMU University of Liverpool, Loughborough University and University of Nottingham.

4



Dr Elaine Swift
Digital Practice Manager

A framework for analysing digital literacy support and staff development

An interactive workshop, illustrating how NTU's digital practice framework can work in conjunction with digital literacy frameworks such as Jisc Digital literacy framework to gain a better understanding of the range of staff development and support available across an institution.

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Repeat of Session 1
Magdalena Bak-Maier

How to tap hearts and minds to best cope with a VUCA world

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Repeat of Session 2
Sadie Harries

Scanning & Planning

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Repeat of Session 3
Mary Dees & Paul Ladley

Intergenerational working - Understanding, motivating and engaging with Generation Y and Z

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Repeat of Session 4
Dr Elaine Swift

A framework for analysing digital literacy support and staff development



Two day 13 NOV

Welcome Day 2 09:30

Keynote 3 09:45

Keynote 4 10:30

Break 11:30

Parallel sessions 11:45

Lunch 12:45

ODHE Group 13:45

Conference close 14:45
Nick Gallagher-Hughes, SDF Chair



staff development forum



Keynote 3

'The Future of Engagement'

Cathy Brown

Exec Director - Engage for Success



What will the world of work look like in the future?

We will explore:

- The challenge for leaders and organisations – creating productive and rewarding environments.
- What healthy, productive and high performing organisations will need to do differently.
- The benefits of higher levels of engagement at all levels of the organisation.



Keynote 4

'Scanning the Horizon; Preparing for the Future'

Alison Johns

Chief Executive Officer Leadership Foundation for Higher Education



What will Higher Education leadership look like in 2020? An exploration of the policy, financial and regulatory trends and patterns emerging for the next decade and the implications for leadership, governance and management development in the UK.

Parallel sessions

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Clive Betts

Learning and Development Mgr Professions, University of Exeter



Christian Carter

HRBP, University of Exeter

Coaching Ourselves: a University-wide initiative to support change, develop people and build networks

By the end of the session delegates will:

- Understand why Coaching Ourselves is being deployed in the University and why it is effective
- Understand how Coaching Ourselves works
- Have enjoyed the Coaching Ourselves experience
- Explored its impact and how we have evaluated this

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Gretel Stonebridge

University of Leicester



Angela Walker

University of Leicester

How much can understanding culture help or hinder change?

We will share what we learned when we went out to talk to staff and how we captured it using the Cultural Web after Johnson and Scholes (1988). We will show you how we used the model to identify the Leicester culture and why it is resistant to change.

We will explore how we are trying use what we learned as a lever for change and shift culture and the interest we had at Leicester in what we drew up. Finally this workshop will prompt you to think about your own organisation and its cultural web.

ODHE Group

'OD practice now and in the future, changing people and organisations for positive growth'



Jean Harrison

Director, Organisation Development & Well-being, University of Westminster



Meriel Box

Head of Staff and Organisational Development Liverpool John Moores University

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Ian Whiting

Oxford Brookes University

Participative Process Review Tool kit

The Participative Process Review Toolkit is an Oxford Brookes contribution to the Leadership Foundation's ITF projects to support efficiency and effectiveness within the sector.

This workshop will be suitable for SDF colleagues who are looking for a toolkit to equip and enable localised and cross functioning teams to carry out their own process reviews.

Delivery will be a combination of

- Presentation
- A short sampling exercise
- Discussion and Questions

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Laurence Harvey

Perspicuous Ltd

How Unconscious Bias affects Internationalisation

During this keynote session delegates will become conscious of their bias's and recognise that we all possess them. Delegates explore the fact that our assumptions are natural thoughts driven by our survival instinct (fight, flight, freeze) influenced by our backgrounds, upbringings, experiences, education, relationships, protected characteristics etc. These thoughts then influence and become our attitudes and values which in turn affect the way that we behave.

This knowledge can be used to positively influence their organisation's day to day interactions, relationships with others and their decision making. These changes in behaviour will ultimately contribute towards a more inclusive, fairer working environment.

All of this would impact positively on an organisation's need to manage culture change, increase respect and civility, manage difference and deal with conflicts and disagreements.



SDF Chair's Welcome



Dear Colleagues,

On behalf of the SDF Council, I would like to welcome you to Bristol, for our staff developers conference. My thanks, and those of the SDF Council, go to all those who have enabled this conference to happen - your time, effort and dedication is greatly appreciated, for without you we would not be here.

On a personal note, it is with great pride that I welcome you as Chair of the SDF - a position that came supplied with a pair of immense sized shoes to fill. Though daunting, I will strive to continue the good work that Paul Dixon achieved as Chair and to lead the SDF to even greater things.

We remain in a time of change and uncertainty - both within Higher Education and our own microcosm of staff development. We are all aware of the restrictions being put upon us and as many institutions are tasked with making savings the SDF is no different as we take a reduced grant from the Leadership Foundation.

As a consequence, several major changes have been planned that will not only guide us towards a financially stable future but enable us to become an even more pro-active entity. The SDF Council will encourage and support greater involvement from and within the Regions, targeting localised initiatives and providing increased financial support to ensure that all those working within staff development benefit.

Enjoy the conference, take from it what you will - and return to your institutions re-invigorated, re-energised and re-focussed.

Exciting times lie ahead. Be part of it.

Nick Gallagher-Hughes
SDF Chair



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