MSDP Meeting 1st March 2017 - Northampton

Present:	Apologies
Ian Whiting - Oxford Brookes (Chair)	Valerie Fawcett - Oxford Brookes
Pam Thomas - Derby (Notes)	Amanda Giles - UEA
Frank Jordan and Jim Atkinson - Northampton (Hosts)	Linda Bryant - Cranfield
	Beth Lloyd - Aston
Claire Jagger - Loughborough	Helen Williams - NTU
Siobhan O'Reilly - Loughborough	Rie Lane - NTU (Deputy Chair)
Joy Levesley – Wolverhampton	Gráinne Hearne - Coventry
Kate Crane – Birmingham	Emma Holdham - Keele
Gill Slater - Worcester	
Rossana Espinosa - SDF Communications Officer	
Judy Harris - LFHE	

1. Matters arising from last meeting

Judy – has spoken with "get abstract" to see if this resource could be offered as a membership benefit. Jim suggested that she also explore blinkist www.blinkist.com .

Updates

2. MSDP Update given by Ian

Ian referred to his 2017 "New Year message" which can be found on the MSDP web pages.

Gill – Worcester have purchase SIM UNI and are using it as part of their leadership development and on their open programme. They have also run for events for the business school for corporate programmes. For those who did not experience the SIM UNI showcase or who would like a refresher Jill is happy to offer you the opportunity to see the resource 'in action'. Contact Gill to make arrangements g.slater@worc.ac.uk.

A key theme this year will be supporting Kate with the SDF conference to be held in Birmingham. This will incorporate the proposed MSDP Coaching Conference for 2017. Conference details can be found at http://sdf.ac.uk/2152/2017-conference-awards. The day rate is £130 the full conference fee is £325 if you book before 21st July. See agenda item 6

3. SDF Update – given by Rossanna

The Coaching Exchange has been replaced by regional coaching initiatives. The London Region has submitted an application for an SDF grant for a coaching related project.

A SDF coaching "tweetchat" has been proposed, using twitter as its platform. The proposal is for a weekly one hour 'slot' featuring guest speakers answering questions posed in advance. The suggested audience is wider than just SDF. The group discussed the proposal including a suitable day and time. It was concluded that this needs to rotate for the purposes of diversity and inclusion. It was suggested that the key themes need to be right and published in advance to draw in the participants and the possibility of recruiting "champions" was mentioned. The initiative could be used to build up interest for the coaching strand of the conference. Rossanna will take our feedback to SDF.

The SDF administrator post is still vacant and requires filling urgently.

4. LFHE Update – given by Judy

Judy referred to her LFHE MSDP Membership update March 2017 which can be found on the MSDP web pages.

The "Merger" is underway and will take the form of a statutory amalgamation. The move is welcomed by LFHE. You can read the full statement issued by the HEA here. A steering group has been established tasked with creating a new legal structure. It is hope to have a CEO in place for September. Fees for LFHE remain for the time being and it is likely that the LFHE model will be the model going forward. In future one subscription will cover all.

A reminder to contact Judy (judith.harris@lfhe.ac.uk) to arrange your institution's Membership Development Support Day before April (affectionately known as the "free day").

3 programmes are under review. Preparing for Senior Strategic Leadership, Strategic Leadership Programme and Executive Leaders.

HEFCE funding enabled new programmes. Judy will update us as these emerge.

Judy highlighted the reference to the Efficiency Exchange project in her update.

Frank enquired about HEA apprenticeship standards. No one at the meeting had any information to update at present.

Ian enquired about LFHE Midland regional events. Judy advised that a provisional date of Friday October 6th to be hosted by Northampton with details to follow. Details will go on the MSDP events page.

The group requested that Judy forward on a consensus for more streamlined communications from LFHE rather than persistent weekly stream of e-mails advertising programmes separately. They now tend to be ignored or binned rather than forwarded onto interested colleagues.

5. Ian - MSDP LEAP

Link to [MSDP Leadership Exchange and Assist Programme](#) (LEAP)

One of the most valued elements of the MSDP Regional Leadership Programme (decommissioned in May 2013) was the networking between participants from other Universities. Ian then shared the LEAP concept (see link above) as a way of continuing this professional networking without creating too much administration. Partnerships would be facilitated by MSDP members, but the organisational logistics would be the responsibility of the exchange pairings themselves at their convenience. (MSDP acting as a conduit). The outcomes of the discussion which followed were:

- There is a need to define the audience and for that audience to be consistent across institutions regardless of actual job title. It was thought that Head of an academic Department and Deputy Head or Assistant Head of an academic department and their equivalent in Service or Professional Support areas sounded about right.

- Participants could be undertaking current leadership programmes, or looking to be enrolled on a programme, or a previous alumni from a previous programme looking to consolidate their development.

- The emphasis needs to be on Leadership rather than technical specialisms.

- The option to build LEAP into the appropriate in-house leadership programme was thought valuable. Birmingham have tried this at an institutional level.

- The exact amount of time would need to be negotiated. Some thought a day too long, others thought it about right. Could be a route to developing cross-region mentoring relationships. Siobhan has experience of a similar approach as part of MSc.

- Some type of central repository for storing personal 'profiles' may be needed This would need to be a secure area for people to read profiles and select an appropriate 'partner'.

- Could be of interest to those seeking LFHE fellowship where evidence of a mentoring relationship is a requirement.

ACTION – ALL to take the idea to those taking part in existing senior leadership programmes and gauge interest

6. SDF Conference (Birmingham) update. – Kate

http://sdf.ac.uk/2152/2017-conference-awards

The theme is Adapting Learning in a Changing HE Environment. There will be five 'strands' or key themes:

- Coaching
- Enhancing our development toolkit
- The current challenges we face
- Leading differently
- Learning technologies

A draft outline is being put together by a sub group on 21st March to present to committee on 5th April. Vijaya Nath (Director of Leadership Development LFHE) will open the conference and 1st Keynote is David Clutterbuck speaking on "What's new in coaching and mentoring?" 2nd key note may be Joe Jordan from Smithfield Performance introducing profiling tool Asta9.

Workshops will follow the themes - 4 workshops across each of 5 themes, across days 1 & 2. Over 30 proposals for sessions have been submitted to be discussed at the sub group meeting.

We are still seeking a specific workshop focussing on the Apprenticeship Levy. If you know someone who would be willing to deliver this please let Kate know. The deadline for proposals could be extended for this element.

Kate would like to hear from media students from across the region willing to video the event.

There was a discussion around tech support as there is a desire to offer high quality and in real time. Kate and Jim will continue this discussion to continue off line.

Current sponsors are confirmed as - Video Arts, Centre for Learning, Good Practice, Belbin, HEA, Marshalls

7. Round Robin and Top of Mind

Siobhann (Loughborough) - Apprenticeship Levy. Does anyone know anything? Decided we need a separate agenda item at the next meeting.

New PDR - linked to reward. Using accelerated increments and pensionable bonuses.   If you can offer support for evaluation of the current process please contact Siobhan S.Oreilly@lboro.ac.uk. Several discussions around this theme. The often faced challenge is the ability to pay. Frank cited the benefits of reciprocal rewards to drive continued improvements - e.g. autonomous time, negotiated work. It was generally felt that PDR worked best when linked to Talent Management. Siobhan referred to the model adopted by Sheffield.

Joy (Wolverhampton) - present work around cultural change. Joy mentioned "Cashbox"- knowledge, skills, attitudes, habits – a behaviour based tool.   More details from Joy J.Levesley@wlv.ac.uk. Joy is also considering evaluation models.

Mentioned was made of the Strathclyde University project. See link in Judy's update to Efficiency Exchange site.

Kate (Birmingham) - committee servicing training pack. Request to Judy for access to pack. Judy's reply: *Apparently this was a video created by HESDA many years ago. I am not sure if it was an SDP although HESDA did offer those, or maybe they commissioned or just funded its creation. Copies of all the resources HESDA owned were destroyed by HESDA because they didn't have space to retain them (and no-one had actually borrowed them from their library in over four years). In the merger of HESDA into the LFHE, HESDA copyright was transferred as part of the assets, but the LFHE does not have a copy …… The authors also do not have permission to circulate or reproduce it.*

HR Consulting workshop (for HR Business Partners) @ Leicester, 3rd April @ Leicester, 2 for 1 offer - £170 for 2 people. Kate has circulated details.

Jill (Worcester) - supervision for coaches. Gill is currently undertaking a level 7 coaching supervision qualification. More details from Gill g.slater@worc.ac.uk.

Frank (Northampton) - Waterside readiness is top of mind as are Apprenticeships and the associated pressure to use the money; like others Frank is looking to map sponsorship of existing qualifications. In preparation for Waterside and rising to the challenges this poses the team at Northampton are looking to improve the blend of their learning interventions. They have trialled an avatar based programme to support staff with identifying and supporting Students at Risk, and Shark World a project management simulation tool.

Ian (Oxford Brookes) - shared his fishbone technique for drafting his HEA submission. The HEA Accreditation group would like to reconvene. Please let Ian know if you would like to be a part of this.

8. Next Meeting

Wednesday 5th July 2017 @ Loughborough. For the PM session Pam will invite Susan Scott from the Resilience Training Company to share their resilience model and training. They will talk about the Train the Trainer package which would enable staff developers to deliver the package in house.

9. PM Session – presentation from Northampton on preparations for the move to their new Waterside campus and the associated changes to the way in which teaching is delivered. A presentation from Professor Alejandro (Ale) Armellini will be posted on the MSDP webpage.