

From the 'Chair



Sue Law, SDF Chair

2008 has been exceptionally busy for SDF and, as incoming Chair, I should like to thank my fellow Council members and other colleagues (particularly former Chair, Sandy Wilkie, and former Deputy Chair, John Doidge) all of whom have worked so hard to push ahead proactively with our challenging agenda,. As a consequence, SDF is now well placed to move to the next exciting stage of its development. Recent and current SDF activities and decisions include:

- The formal Incorporation for SDF as a Company Limited by Guarantee (CLG) from August 2008; our next step is exploring charitable status. Particular thanks here to John Doidge who has steered the whole incorporation process.
- The achievement of a clear four-year funding agreement with LFHE (from August 2008) which provides us with a firmer footing for future developments.
- A clear strategic business plan with specific targets for the forthcoming period.
- As agreed at the July council meeting, a restructured SDF council which encourages more broadly based SD representation and incorporates 'Special Interest Groups' (SIG) and 'Task Groups' focused around specific agendas/ development issues.
- The introduction of a new Regional Group in Northern Ireland and the 'resurgence' of the North East and Yorkshire Regional group.
- Our first, very successful Spring SDF Conference in April

- 2008, with plans well in hand for the 2009 event (see below and page 2).
- Our developing SDF website and first very well received Newsletter.
- SDF meetings with various stakeholder and professional associations (including AUA, UPA, SEDA, CIPD, HEA, HEFCE, HEDG), with a focus on identifying potential strategic alliances and opportunities for focused collaboration around staff and professional development issues.
- Collaboration with LFHE on the Annual Staff Development Conference: this year's conference, with the theme 'Narratives of Potential', is being held in Edinburgh, 5-7 November 2008.
- HEFCE commissioned work focused on project dissemination and change-related issues arising out of LGM funded projects.

As the SDF develops, we're especially keen to facilitate networking and support those involved in the wider 'development' community.

As I see it, a key aspect of my role as Chair is to help raise our profile, to encourage people to get involved in our Special Interest Groups (SIGs) as well as our regional, national (and even international) networks, and more generally to encourage a greater collaboration with other HE stakeholders, not least with regard to the productive 'cross fertilisation' of ideas across the various staff and professional development communities of practice. To that end, SDF is keen to encourage the greater involvement of Educational and Academic Developers in the Forum - as well as continuing to listen to our existing 'development' constituencies.

So please get involved! And if you have any ideas about how SDF could better support staff and professional development in higher education, please don't hesitate to contact me directly, or any of my Council colleagues.

Sue Law, SDF Chair, October 2008

SDF Spring National Conferences



Manchester
2-3 April
2009
Get it in your diary!

... and from the 2008 Spring Conference, the start of an online resource?

Not only does the SDF website carry pictures from the 2008 Spring Conference, but that same link provides copies of the slides shown by presenters.

In an innovative move by their authors, two of those slide sets have been turned into learning resources for those who were unable to attend, by adding commentary.

So if you want a very accessible introduction to blogging, try Mohamed Kassam's presentation, or if you want to find out how to run a World Café event take a look at Paddy Anstey's 'screencast' - a slideshow, with voice-over.



Staff Development conferences for different tastes, and pockets!

Whatever our specialisation within staff development, most of us find benefit from attending events that bring us together, as a cross-section of the overall staff development community. The main event for many years has been the November Conference, now a joint LFHE/SDF event, and it's always great—with plenty of opportunity to network, to learn, and to have fun at the same time!

NARRATIVES OF POTENTIAL

5-7 November 2008, Edinburgh



It's big, and for the those in staff development leadership and practitioner roles it's almost become a 'can't miss' event for keeping up with strategic developments across our sector. In fact, it's high on the list of 'must attend' events for many of us because there is so much on offer—directly for our own development and, through hearing the experiences of other professionals in the field, by gaining ideas for transfer back to our own institutions. And so it undoubtedly has been again this year, with an early sell-out of places for the Edinburgh-based conference.

However, comments following the first SDF Spring Conference, held last April at the University of East Anglia, Norwich, showed another side of 'the conference coin'.

The Spring Conference is much smaller, with a deliberately practical focus. Feedback showed that the different emphasis was appreciated by many, and the rather different feel of the smaller conference appealed to

those for whom the large November event is too frenetic. The Spring Conference also provides a valuable bridge between the big LFHE/SDF events, and offers practical tips and tools for immediate use.

Building on that experience, the SDF is pleased to announce its second Spring National Conference—to be held in Manchester on 2nd and 3rd April 2009...

It is competitively priced with an early bird residential rate of £205.

Promotional flyers and booking forms are being distributed, and they will also be available on the SDF website.



Other SDF events

The two Conferences are not the only events in the SDF calendar. In conjunction with those in our community with particular interests and expertise, SDF organises occasional events through the year, a particular example currently in the pipeline being on *Writing Bids and Getting Money*.

SDF also financially assists the regional staff development groups with events to help 'oil the community wheels'.

Some of these regional events are residential, others one day training and development events, and some are open to those beyond the organising region. See opposite for current regional contacts.

Whatever the event, the organisers will promote it to the appropriate group(s) - but in the new year we also aim to start a calendar on the SDF website, to help you plan ahead.

Handing over the baton... Sandy Wilkie looks back over his time as Chair of SDF, 2006-8



Sandy Wilkie, who recently retired as Chair of SDF

It was October 2006 when I unexpectedly took on the role of SDF Chair from Liz Elvidge. Around that time, I remember feeling that the SDF was standing at a bit of a cross-roads. We had been discussing the merits of sharing information at a national level between the regional groups and across the various staff and organisational development communities since 2004, but much of this discussion had been happening within the SDF Council.

We had been working on valuable initiatives like the Strategic Staff Development Project (SSDP), but again much of this work was going on below the radar. We also faced the very real

possibility that 2006-7 would be our third and final year of LFHE funding. With the help of my colleagues on the SDF, we began to take some simple steps to make our work more visible. John Doidge and I visited some of the regional group meetings. On the back of SSDP, we were able to stage two CPD events in the Midlands - and using some SSDP funding we were able to start the process of seeding other regionally-based CPD events for practitioners. After a successful pilot of a new induction programme for staff developers, *Getting Going in Staff Development*, which had run at Loughborough in December 2005, we consolidated this with another run of *Getting Going* at Bristol in September 2007. We also encouraged the work of SDF Task Groups to take forward themes such as

Coaching & Mentoring, a User Survey and the development of the SDF

website. This led to practical initiatives like a pilot Level 5 Diploma in

Coaching & Mentoring, the production of co-mentoring guidelines, ongoing work with Web technologies to create the possibility of interactive networking conversations, and our first-ever Spring Conference in 2008. All in all, our emphasis has been on increasing visibility for the SDF activities and creating real CPD opportunities for practitioners.

A significant amount of time was taken up last Autumn with stakeholder discussions to look at options for SDF sustainability. With temporary bridging funding for 2007-8 in place, we were able to continue operating and concluded a good 4-year partnership funding arrangement with LFHE in January 2008. This should give the SDF stability and additional operating resources to cover the period 2008-2012. And to position ourselves to function as an independent entity, we completed the process of converting to a Company Limited by Guarantee (CLG) in August 2008.

None of this would have been possible without dedicated and committed input from the SDF Council members. The energy behind many of our projects has come from people like Paddy Anstey, Claire Bradshaw, John Doidge, Mohamed Kassam, Matt Levi and Andy Wilson. I offer my genuine thanks and appreciation to them, and all SDF Council members and Task Group contributors during my time as Chair.

There is much more to be done in the coming period. The SDF must continue to generate real CPD opportunities and engage with the regional groups and other thematic communities. It must add value and make practitioners feel more involved. In some ways it feels like we are just starting to get there now, and I trust the momentum will continue.

I aim to be at the November conference (Edinburgh) and the Spring 2009 event (Manchester) to see the work of the SDF growing and developing further. I hope to see you there too.

Sandy Wilkie

SDF Practitioners' Handbook—new edition

Since its introduction, several hundred printed copies of this Handbook have been distributed, and further copies downloaded from the SDF website (see http://www.staffdevelopment.ac.uk/projects/theme3outputs.html). Favourable comments are still received concerning its usefulness—particularly to those new to staff development *per se*, or to staff development in HE. Although most of the content is *not* time dependent, an updated edition is occasionally needed. The online version is therefore being changed to reflect the following, current at late October 2008:

p.5 Table 1: Regional Group Chairs / SDF Representatives

pio Table II Regional Group Chang, CD1 Representatives					
	Regional Group		SDF Council rep.	Email	
	East (ERF)		Linda Bryant	l.bryant@cranfield.ac.uk	
	Midlands (MSDP)		Sally Bernham	sally.bernham@northampton.ac.uk	
	Midlands (M1/M69) South East North West South West North East and Yorkshire (NESD)		Caroline Stainton	caroline.stainton@northampton.ac.uk	
			Tracy Bell-Reeves	tab4@cant.ac.uk	
			Paul Dixon	p.a.dixon@manchester.ac.uk	
			Clive Betts	c.r.betts@exeter.ac.uk	
			Becky Walker	becky.walker@tees.ac.uk	
	London	Shared role:	Shobi Warwick Steve Rathbone	s.warwick@uel.ac.uk s.rathbone@imperial.ac.uk	
	Northern Ireland		Clare Madden	c.madden@ulster.ac.uk	(
	Scotland (USMPDG)		Graham Whyte	g.whyte@strath.ac.uk	r
	Wales (WHESDN)		Rob Baker	rjbaker1@glam.ac.uk	F

Staff Development Practitioners' Handbook

Comments and suggestions relating to the *Practitioners' Handbook* are always welcome. Please send them to: p.anstey@uea.ac.uk

p.17 Acronyms and Organisations

UKGRAD and UKHERD have been brought together under a new 'umbrella' organisation called VITAE. For details, see http://www.vitae.ac.uk

IST/HEaTED Conference a huge success!



The first UK-wide conference for Higher Education Technical Specialists under the IST/HEaTED banner was held at Whitworth Hall at the University of Manchester on June 10th. Around 300 people attended, coming from all over the UK, making this unique event a huge success.



Setting up Whitworth Hall for the IST/HEaTED Conference

Support for the HEaTED project (Higher Education and Technicians Education and Development) was resounding, sending a clear message that Higher Education Technical Specialists want a professional body which will co-ordinate and lead as an umbrella organisation for their professional development needs.

Conference delegates came from a range of disciplines including the arts, sciences, IT and other backgrounds. The IST (Institute of Science and Technology) and HEaTED are encouraging specialist groups to come forward and work with them in a number of ways. Information on progress and learning resources

identified will be made available to member HEIs through a state-of-theart web based virtual learning environment, as HEaTED becomes a subscription membership organisation .

The IST in turn have produced a new CPD programme that is immediately available to all Technical Specialists working both within and outside of the HE sector. The programme can be accessed and assessed

online. It is supported by a huge online library of learning resources developed by goodpractice.net, experts in the field. The programme is based on development through generic CPD role profiles designed by ECC Ltd, known for their work on the framework agreement and HERA. This means that individual learners can customise the programme to meet their exact individual professional development requirements.

Letters inviting HEIs to join HEaTED through subscription fees have now been sent to Vice-Chancellors, Principals, Registrars etc. and the interest generated has been both enthusiastic and supportive.

For more information see http://www.istonline.org.uk/

Tip box

There's rarely a single 'best way', but you might try this to help a group get to grips with a document... monks have apparently used it for centuries!

- 1. First, everyone reads the passage
- 2. Then the leader reads it aloud by paragraph or other suitable section and asks for spoken comments and reactions—statements, but with no discussion at all
- 3. Then break into small groups to discuss/analyse
- Come back as the large group and report significant observations/ conclusions

Towards a Coaching Culture in Higher Education

Over 40 people attended the *Towards a Coaching Culture in Higher Education* event on 16 July 2008, at Prospero House, in London.

Arranged and hosted by Steve Collins of the CALM Network, the day provided an opportunity to celebrate the successful completion of the pilot SDF/CALM ILM level 5 Diploma in Coaching and Mentoring, specifically for staff and organisational developers in Higher Education. It also provided a chance for seasoned and new coaches to get together and reflect on the impact of their coaching and ways of nurturing a coaching culture in their institutions.

A highlight of the day was listening to guest speaker David Megginson, from Sheffield Hallam University, Professor of Human Resource Development, who engaged participants with the latest thinking on embedding a coaching culture in organisations. Using thought-provoking examples where coaching works throughout whole organisations, lively discussion and debate took place on how to learn from these experiences within the HE sector.



Everyone on the pilot programme has become an active coach, and to capture some success stories of the impact of this within the HE sector, case studies were presented by staff developers from Bath, Middlesex, Bradford and Goldsmiths.

A question and answer panel concluded the day. Several key issues were discussed, including coaching supervision; the need for coaching to be seamlessly integrated with other processes within the institution; that coaching needs champions 'from the line', not just the lone champion from staff and organisational development; and that ways of using coaching will be dependent on current culture and strategy.

What are you doing about coaching and mentoring in your institution or region?

The SDF has established a Coaching and Mentoring Special Interest Group. If you want to get involved and share your experiences and ask questions of other colleagues with an interest in this area, look out for more information via emails to the SDF email list.

Professor David Megginson presents some of the successful pilot SDF/CALM ILM Level 5 Diploma in Coaching and Mentoring students with their certificates.

From left to right: Angie Allcock (Bath), Linda Marshall (Hull), Caroline Bayhnam (Paisley), Mandy Anslow (Essex), Dr Terry Vickers (Dundee), Hilary Groombridge (Middlesex), Prof David Megginson, Caroline Chambers (Bradford), Neil Walford - hidden (Institute of Cancer Research), Rosemary Tomkinson (Manchester), Paula Wiles (Hull), Donna Wilkinson (Manchester), Steve Collins (Goldsmiths and CALM Network). Other successful candidates who could not attend this event were sent their certificates.

The Staff Developers' Guide to Career Planning for University Technical Staff



It is very rare that we come across a training and development publication that has been written specifically for technical staff. *Career Planning: a reality check*, produced by Ken Bromfield (late of King's College London), has attracted a lot of interest among Technical Staff Managers in universities across the UK. This book is designed to help university technical staff to engage in assessing and planning their careers. It includes practical exercises and supporting materials that may be used for a seminar, forum or conference. The exercises may also be usefully undertaken by individuals, including their managers.

It is highly relevant to staff training and development because the core theme aims to provide a powerful drive to engage technical staff in CPD. This is achieved by placing career aspiration and longer term job security firmly in the context of predictable institutional change in UK

universities

There are two bonuses for staff developers: firstly, *it's free!* And secondly, the exercises in the booklet can easily be modified for other groups of university staff.

Ken is in the process of writing a Facilitator's handbook, a companion guide to *Career Planning: a reality check*. This consists of detailed instructions for course and conference organisers and leaders to set up and deliver events tailored to their own institutions or regions. This will be a valuable resource for university staff developers.

Career Planning: a reality check can be downloaded by HEaTED members from http://www.istonline.org.uk/HEATED/heated.htm, otherwise contact Ken Bromfield directly at Ken12brom@aol.com



Special Interest Groups—SIGs

Are you interested in contributing your expertise for the benefit of your professional community—and increase your own knowledge and skills as a consequence? You don't have to be a leading light, but simply willing to join in and help take the area forward. All our Special Interest Groups are keen to have greater involvement across the community... at present we have active groups including those concerned with Coaching and Mentoring in HE (c/o c.l.bradshaw@lboro.ac.uk), e-Staff Develop-

ment & SDF website development (c/o a.mee@uea.ac.uk), and aspects of SDF marketing (c/o p.anstey@uea.ac.uk).

Each would value additional members, or if you would like to start an additional interest group then have a word with one of SDF Council (e.g. your Regional Representative—see previous page) or one of the editorial team, see below.

About Update—and a call for contributions

Update is the twice-yearly newsletter of the Staff Development Forum. Limited numbers of paper copies are distributed to HEIs in the UK, and it is available as a PDF download from the SDF website. The next edition is due for publication around Easter 2009. If you have news you would like to share, or suggestions or comments on this issue, then we'd like to hear from you. Just contact one of the Editorial and Production Team, listed below.