



SDF 'How are we doing?' Survey Results, 2014

Paul Dixon, SDF Chair.
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Staff Development Forum | Connecting, Supporting, Developing |
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1. Introduction

Continuous improvement is a vital part of developing the SDF and asking the community their thoughts on 'how we are doing' is crucial to our success. Our first SDF survey was conducted in June/July 2011. At that time it was felt that the SDF had developed its service provision and was making incremental steady progress.

Three years on it was timely to repeat this exercise in order to once again gauge the community's views on the SDF and how our service has developed and improved over time. The survey was conducted over a three week period in February 2014. During this period 73 colleagues responded to the survey as a result of the original email, and one reminder, through the SDF JISCM@il facility. The survey was conducted using the Bristol on line survey software. A copy of the blank survey form is attached as Appendix 1.

2. Respondents

All responses to survey questions were anonymous; however, there was an opportunity for people to leave their names and institution if they wished. Of those who identified themselves 25 were women and 6 were men. 33 respondents identified their institution – overall 29 institutions were represented by survey respondents. See appendix 2.

We are unable to determine how long individuals have been in their staff development roles; this is perhaps a question to add to the survey next time. As this could skew the data slightly as someone new into role may not know as much about the work of the SDF as someone who has been working in staff development for quite some time.

3. Results

As an SDF Executive we discussed and agreed some core questions which should be included in the 2014 survey for benchmarking purposes against the 2011 results as these form our 'core' essentials or KPIs. These are summarised in the table below. Some new questions were also introduced for this survey and some were modified slightly for better clarity following feedback from the last survey, but essentially covered similar areas except where new SDF services had been developed.

The overall findings from the recent survey confirm that development and recognition of the SDF is continuing to grow. 5 of our 6 KPIs have increased since 2011 and have exceeded our target percentages. 1 KPI is still below our target however it has increased 3% since the last survey.

	Target	2011	2014
Awareness of SDF role / mission (clear or very clear)	75%	76%	87%
Engagement with Regional Groups	75%	62%	65%
Awareness of SDF website	75%	83%	89%
Communication with the SDF community (effective or very effective)	75%	74%	81%
Awareness of the SDF Newsletter	75%	70%	85%
Awareness of SDF national events	75%	95%	85%

Awareness of SDF role/mission – 64 (87%) of respondents were either clear or very clear about the role of the SDF, 9 (13%) of respondents indicated that they were not sure or unclear about the role. No respondents identified themselves as very unclear. In the last survey 24% of respondents indicated either a not sure, unclear or very unclear response.

Engagement with Regional Groups – 47 (65%) of respondents said that they engaged with their regional group either very or fairly regularly – the remainder not much or never. This is broadly similar to the last survey results and similar reasons for not doing so arose:

‘Usually someone in my team attends regional meetings. As a part timer I need to concentrate on the job at the office. The team value this relationship I believe.’
‘Time pressures’

However there were around 8 responses suggesting that the function and identity of the regional group was not apparent to respondents:

‘Don’t know who they are, don’t know how to contact them.’
‘Unsure who they are’
‘Our regional group hasn’t been active in recent times but I do keep in contact with regional contacts on an ad hoc basis. Would be willing / interested in helping to resurrect’

Of those who engaged with their regional group, very or fairly regularly – in total 47 people – they indicated that they found this very useful or useful.

Recommendation 1. In light of the comments about the role and function of regional groups, consideration to be given to a co-ordinated publicity and communications effort to ensure that as many people as possible are aware of the regional groups. This should tie in with a consideration of how to develop the relationship between regional groups and the network of regional LF coordinators.

SDF Communications (General) – respondents were asked ‘How effectively does the SDF communicate with you about the services and support it provides to the staff and organisation development community?’ 11 (15% of respondents answered very effectively) or effectively 48 people (66%). 10 people (14%) provided a ‘not sure’ response and 4 people (6%) indicated ‘ineffectively’ reasons given were:

‘Too many emails in an already busy in box’
‘Not much advertising of events / courses. Information on website is out of date for long periods of time e.g. accredited programmes? Why advertise this if they are no longer running?’
‘The most recent spring conference had absolutely no detail at all about the sessions being offered and not enough detail to make a decision on. I still have not seen an email with this information on’

Compared to the previous survey there has been a rise in the satisfaction rating in SDF communications – last time 74% reported them as very effective or effective compared to 81% this time. However it is important to note that the arrangements for the most recent Spring Conference have been problematic and this has been discussed and a communication timeline has been agreed for the next Conference by the Executive.

SDF Website – 65 people (89%) stated that they were aware of the SDF website. These people were asked to provide free text comments on their view of the value of the SDF website.

The majority of comments suggested that the web site had developed well over recent years and was becoming useful:

‘Growing in value - source of basic information and the best of all is the new journal.’

‘As I am relatively new in my role I've found really useful information on the website and it's been particularly useful to understand what material is available for sharing. It's also been helpful to understanding some of the project areas that have been invested in with previous research and outputs.’

‘It's a very big improvement on what it was - visually and content-wise’

There were also some useful suggestions that continued effort needs to be put into the web site:

‘I feel it could hold a lot more information, i.e. case studies, useful contacts with proven resources or providers’

‘It is ok, compared to AUA/UHR it is lacking. Needs to be championed more’

Of the 25 comments a couple did point out that some of the information was out of date:

‘Limited - often out of date and hard to navigate’

Recommendation 2. The general view is that the usefulness of the web site has developed since the last survey. There are plans in place to launch the ‘Coaching Exchange’ and to solicit material for a ‘Resource Repository’ which should further develop its value. It is also recommended that regional groups be asked to facilitate discussions about what else might usefully be provided through the central web site. This should be aligned with ongoing discussions taking place to enhance our overall digital and social media presence. It would also be beneficial for regional groups to proactively manage and update their own web pages so that new members to the community can easily find out what's happening. These pages could also introduce the LF Regional reps and their role working with developers.

SDF Newsletter – Respondents were asked if they were aware of the twice yearly newsletter. 62 people (85%) indicated yes (compared to 70% on the previous survey) – these people were asked in free text format how useful they thought the newsletter was in communicating with the Staff Development Community. 20 comments were provided which were overwhelmingly positive:

‘Again very informative of what is going on in the sector’

‘Excellent a good vehicle for developing community spirit’

‘I like the style and the content and would even suggest growing it in size/frequency.

It's a different sort of forum than the web and journal and most professional bodies have regular, packed newsletters. I appreciate the time and effort put into it...’

The areas for development included:

‘I feel it is the same people contributing’

‘Interesting although could do with bit more details/ case study approach’

SDF JISCM@il – the question relating to this read ‘What is your view of, and any relevant comments about the SDFs JISC Mail facility’. 73 separate comments were received. By and large though the responses were positive – example comments:

‘An extremely useful resource with I have used previously with very positive outcome’
‘Brilliant - such a valuable resource in terms of sharing practice and engaging with colleagues in other institutions’
‘Provides an important opportunity for networking and sharing knowledge and ideas particularly when looking for specific requirements e.g. speakers for conferences, external consultant recommendations’
‘The mail facility is fantastic for sharing best practice and asking for help from colleagues in other institutions - a great learning resource’

There were also the usual views about etiquette not being followed – particularly the ‘reply all’ facility and 3 negative views were expressed:

‘I think it is abused; putting ‘sorry for cross postings or random thought’... doesn’t negate this’
‘Not read them’
‘Too many trivial emails’

Recommendation 3. Reaffirm the terms of use of JISCM@ail and share examples of best practice. These could then be sent to all staff developers on the mailing list and also published on the SDF website.

SDF CPD Events – respondents were asked if they were aware of the SDFs programme of occasional CPD events. 62 people (85%) were and 11 (15%) were not. This is a negative result compared to the last survey when in 2011 95 % of respondents were aware of the programmes. However, it is still significantly above our target of 75%. It is also perhaps important to note for this question that at the time of the 2011 survey the SDF had just launched a large scale promotional campaign to introduce the community to the new workshops available to them. This may have impacted on the unusually high figure of 95%.

Of the 73 respondents - 25 people had attended an SDF CPD event. Those who had attended an event were invited to comment on how useful they had found it. 21 comments were received which were all positive. Typical were:

‘I recently attended the event at Goldsmiths on Using Technology for SD, which was both very interesting and useful’
‘Very useful. As someone working on the edge of typical staff development (Researcher Development) I’ve found the different insights that come from SDF events hugely interesting. The varied backgrounds, interests and experiences shared at these events has helped further inform my practice.’
‘The coaching events have been very interesting and useful’

As a follow up question respondents were asked to suggest topics as the focus for future CPD events – responses are contained in Appendix 3.

SDF Fellowship Scheme – respondents were asked whether the SDF Fellowship Scheme was of interest to them. 15 people (20%) indicated the scheme was of interest 32 people (44%) indicated not really or no. 22 people (30%) suggested they were not sure if the scheme was of interest and 4 people (5%) were not aware of the scheme.

There were various reasons why people were not interested in the scheme. Common themes were:

The scheme was too HE specific:

'I am a Fellow of CIPD and a Chartered Manager. I'm not a great supporter of pure HE Sector initiatives and I'm not sure what credibility it would add to my CV or in fact the Development community.'

Some felt it was too soon or late in their career as a developer:

'I am fairly late into my career and not sure I would see it as having much value for me personally now. I would, however, encourage colleagues to consider it.'
'I do not have enough experience to be able to apply to the scheme, yet!'

Others felt they had the accreditation they currently needed in their role:

'I have CIPD qualification and am in process of completing a Masters - these are enough for me at the moment'

And others were sceptical of the whole endeavour:

'It depends on what is motivating you. I think it feels a bit like us copying academics i.e. they would love to be a Fellow of something. So are we saying that this is what the sector recognises and therefore we do the same? Maybe it would be better to be recognised by UHR for my career and not as a 'Fellow' sorry probably don't like the word 'Fellow' too male and old school and academic.'
'It's a bit self-referential and inward-looking to have a scheme just for a subset of a (widespread) profession that happens to exist inside a particular sector. Medals for the in-crowd, you might say.'

Given the breadth of views on the Fellowship Scheme it was not surprising that there were mixed views overall on its value. Respondents were asked how useful they felt the SDF Fellowship Scheme to be 'in recognising the expertise, professionalism and contribution of colleagues to HE staff and organisation development'. 68% (28 of those answering the question) felt it was very useful or useful. 32% (13 people) felt it had minimal value or was not useful and 32 people did not respond to this question.

Recommendation 4. – The SDF Council recently agreed to review the operation of the SDF Fellowship scheme to consider how this related to other Fellowship approaches e.g. LF, HEA etc. That review should take into account these findings – we also need to consider how those who are agnostic about the approach or do not know about it become better informed.

SDF Conferences – colleagues were asked whether the SDF Conferences interested them. 58 people (79%) indicated very much so or yes. 8 people (11%) were not sure and 7 people (10%) suggested they were not interested. Location ('usually in England', 'too far away') was cited as one reason for lack of interest, cost was another. Other respondents suggested the content as not totally suitable.

'I have attended two of these conferences in the past and not found the workshops to be of use.'
'Networking was helpful but the workshop contents were a little outdated and repetitive. 'They are too insular - offered by practitioners within HE and not outward looking to learn from other sectors.'

The follow up question asked whether respondents had attended an SDF Conference. 35 people had attended 2 or more, 19 people had attended 1 and 15 people had not attended

any SDF Conference. Those who had attended an SDF Conference were asked to give some indication in a free text response of the value to them. 50 comments were received. 21 of these comments referred to the value of networking through the Conferences:

'Brilliant networking opportunity'

'Good experience to build network and gain input and thinking on current issues.'

Others identified the practical gain for their job from the content:

'Have found the themes to be relevant, great opportunity for networking and sharing of practice, always find I bring learning and practice back to help our own work'

'Really valuable, great speakers and workshops'

'The November conference in Nottingham with a coaching theme was really helpful'

'Useful topics, good speakers & useful to hear what others around the sector are focusing and working on.'

There were also comments pointing out areas that might be further developed:

'Can be a bit cliquy for staff attending for first time'

'The only way I can go to these events is if I am accepted to deliver a workshop - this can then detract from the experience as I have been expected to deliver two sessions, back to back and provide all the equipment etc. having paid the same as every other attendee.'

'Only provides new ideas on a very surface level'

'Sometimes they are a bit 'samey''

Question 12d asked for any additional comments about SDF Conferences. While these were mostly positive some additional points to ponder were identified:

'Again costs are the limiting factor when being able to take part '

'I find this usually is around the time of the AUA national conference and I cannot afford the additional time away from the office'

'Time is becoming increasingly an issue - I would like to attend more events but it is difficult to fit into work demands. More shorter activities would be preferable e.g. day events in multiple locations rather than 2 day overnight events "down south"'

'Workshop providers should not have to pay the full conference delegate fee.'

'You need a regular chill out zone with a resident DJ....'

On balance though the majority of those attending the Conferences had been positive about their experience:

'Very useful. As someone working on the edge of typical staff development (Researcher Development) I've found the different insights that come from SDF events hugely interesting. The varied backgrounds, interests and experiences shared at these events have helped further inform my practice.'

'Much more deeply practical and useful than they used to be, challenging us to be as close to the cutting edge as we can be'

SDF Digest – respondents were asked whether they were aware of the Digest. Out of 69 answers 48 were aware and 21 were not. Those who were aware of it were asked to provide comments about how useful they had found it. The tenor of the comments seems to be summed up by:

‘Well I read some articles and they were good. Useful information to discuss with colleagues too: so at least 8/10!’

The remaining responses were divided between those who gave high praise for the Digest:

‘Brilliant - even some people who have been detractors from the SDF I have spoken to have commented on how good this is!’

‘Excellent read with topics of relevance’

‘It was great to read and gave me a broad picture of some of the good practice that is happening in HE.’

And those who were waiting to see how this can be developed for the future:

‘I think it will grow into a useful reference point and launch pad for development colleagues’

‘The jury is out but I think it is a good idea and adds a professional touch to our community’

4 people suggested they had not read it though they were aware of it. There were two direct comments about it not being useful – ‘minimal’, ‘Not at all so far’.

Overall Views of SDF – this was an open text question that asked respondents’ views of ‘the SDFs progress as a focus for supporting the HE staff and organisational development community’. 48 separate comments were received. The full list of comments is included in Appendix 4. Rather than attempt to summarise these comments the reader is invited to make their own judgement about SDF progress. Overall the responses to this question highlight that the SDF has made significant progress in supporting the community. As always there are also some key learning points to work on, these appear to be: develop promotion and communications; relevance to OD practitioners and senior staff developers; price and location of some activities.

Additional Support – the final survey question asked respondents to provide any free text comments on ‘additional ways in which SDF might better support the staff and organisational development community in HE.’ The full text of responses is provided in Appendix 5. These are many and varied including (again) better promotion/communications; collaboration with other agencies in and outside the HE sector; development of additional events and opportunities to network.

4. Concluding Comments and Next Steps

This survey has confirmed the Executive and Council’s view that the SDF has made significant progress since 2011. This is due to the continuing support of the Leadership Foundation’s funding and the opportunities this enables the SDF to provide for staff developers. This partnership and the ongoing goodwill of the SDF community to share best practice drives forward development activities to support individuals facing challenging issues in their institutions which are affecting the HE sector.

The SDF have taken deliberate steps in addressing the learning points from the 2011 survey and can demonstrate improvements in all core activities. The SDF is not, however complacent about the service / offering it provides and recognises that continuous improvement is essential in order to maintain its credibility.

In line with the ethos of SDF full survey results will be posted on the web site and colleagues will be invited to make any further views known. Opportunity will also be taken to invite engagement as to 'what next' at the Spring Conference in April 2014. The results of this survey will be taken to the May 2014 Council meeting and the recommendations will be discussed and an action plan agreed. The next survey will take place in 2017.

As ever we are grateful to the Leadership Foundation for their sponsorship in supporting the SDF. Thanks are also due to all those who give so generously and voluntarily of their talents, time and commitment.

Appendix 1 – Survey Format

SDF Review 2014

Questions are **mandatory** unless marked otherwise.

Note that once you have clicked on the CONTINUE button your answers are submitted and you cannot return to review or amend that page.

1. Name: *(Optional)*

2. Institution *(Optional)*

3. Email address *(Optional)*

4. How clear are you about the role of the SDF in supporting HE Staff and Organisation Developers

- Very clear
- Clear
- Not sure
- Unclear
- Very unclear

5. How frequently do you engage with your Regional or National (Wales, Scotland, Ireland) staff development support group

- Very regularly
- Fairly regularly
- Not much
- Never

a. If you answered not much or never, please explain why
(Optional)

b. If you answered very or fairly regularly, how useful is the group? (Optional)

- Very useful
- Useful
- Not very useful
- Not useful at all

6. How effectively does the SDF communicate with you about the services and support it provides to the staff and organisation development community

- Very effectively
- Effectively
- Not sure
- Ineffectively
- Very ineffectively

Please elaborate if you have indicated ineffectively or very ineffectively to the above question
(Optional)

7. Are you aware of the SDFs website:
www.sdf.ac.uk

- Yes
- No

If you are aware of the SDF website, what is your view of its value
(Optional)

8. Are you aware of the SDFs twice yearly Newsletter

- Yes
- No

If you are aware of the SDFs Newsletter, please indicate below how useful you think this is in communicating with the Staff Development Community
(Optional)

9. What is your view of, and any relevant comments about the SDFs JISC Mail facility

10. Are you aware of the SDFs programme of occasional CPD Events

- Yes
- No

a. Have you attended an SDF CPD Event (excluding SDF Conferences) *(Optional)*

- Yes
- No

i. If yes please indicate how useful you found the event below
(Optional)

b. Do you have any ideas for additional topics to be covered in SDF CPD events *(Optional)*

11. Does the SDFs Fellowship Scheme interest you?

- Very much so
- Yes
- Not sure
- Not really
- No
- Not aware of it

a. If you have indicated not really or no to the above question please use the box below to indicate why not *(Optional)*

b. How useful do you feel the SDF Fellowship Scheme is in recognising the expertise, professionalism and contribution of colleagues to HE staff and organisation development *(Optional)*

- Very useful
- Useful
- Minimal Value
- Not useful

12. Do the SDFs 2 Conferences (Spring and Autumn) interest you

- Very much so
- Yes
- Not sure
- Not really
- No

a. If you have indicated not really or no to the above question please use the box below to indicate why not *(Optional)*

b. Have you attended an SDF Conference (Optional)

Yes 2 or more Yes 1 No

c. If you have attended an SDF Conference please give some indication of its value to you below (Optional)

d. Please use the space below to include any additional comments you would wish to make about SDF Conferences (Optional)

13. Are you aware of the SDFs on line Journal: SDF Digest (Optional)

Yes No

If yes please give some indication below of how useful you have found the Digest (Optional)

14. What is your overall view of the SDFs progress as a focus for supporting the HE staff and organisational development community (Optional)

15. Please use the box below to indicate any additional ways in which you feel SDF might better support the staff and organisational development community in HE. For example - any other development support, provision of programmes, etc... (Optional)



Appendix 2. Institutions represented by Survey Respondents

Anglia Ruskin University
Bath Spa University
Cardiff University
Coventry University
Durham
Imperial
Institute of Cancer Research
JIC
Lancaster University
Liverpool JMU
Newcastle University
Northumbria University
SOAS, University of London
South Wales and South West England Group
The University of Sheffield
UCA
University of Manchester
University for the Creative Arts
University of Central Lancashire
University of Chester
University of Essex
University of Exeter
University of Hertfordshire
University of Kent
University of Lincoln
University of Oxford
University of Portsmouth
University of Sheffield
UWE, Bristol

Appendix 3. Additional Ideas for CPD Events

Advanced coaching skills for experienced coaches
Can't think of anything off top of head. Like the idea of the sessions for SD support staff
Change management
common issues such as IIP, Appraisals, customer service etc.
Could link to the Aurora/ Athena Swan initiatives Special groups to particular topics e.g. IIP/ customer service standards Developing online training provision Apprenticeships Schemes in HEIs Aligning with HEaTEd to ensure alignment with technician development
CPD events are such a tough topic. I wish I had something creative to offer - may be more use of e-delivery/MOOC style?
CPD frameworks for academic practice that incorporate Vitae/leadership etc., from a research-intensive institutional perspective
I think I'd like more linking between what the Leadership Foundation is doing and how we should be using the LF.
Induction Support for General/Professional support staff behavioural/competency frameworks Best practice networking opportunities
just hot topics
Leadership development.
More events focused towards those who are junior and new to Staff Development in Higher Education would be helpful. Or for the Admin course to be run more often, as I tried to book on this but it was full very quickly
Not at the moment
quality standards, mentoring, coaching,
Staff engagement (unfortunately I was not able to attend the recent regional event. Competency and behavioural frameworks
The rise of technology - do the different technological methods for learning improve learning and retention? If so, what are they?
There must be some subsets that might create special interest groups e.g. psychometrics, OD,
Use the questions asked via JISC mail as a guide on what is needed
Working more effectively (I recently attended an Ease the Load Workshop by David Long staff (Positive People). It struck me that Staff Developers are very busy and could perhaps benefit from working a bit smarter?

Appendix 4. Overall views of SDF Progress in Supporting the Staff and OD Community in HE

An excellent forum to support and develop a diverse population of Staff Developers especially in a dynamic and more demanding organisational environment
An extremely valuable network.
Fantastic group to be part of and support to the community of staff developers.
Fine
For me, there are a range of opportunities I explore> The regional meetings are good but mainly department heads go and then feedback. The regional conferences/ development events are good and a great opportunity to work with colleagues from across the sector.
Generally good and becoming more focussed on including as many people in the SDF community as possible-it's good to hear new voices and see new faces.
Getting stronger all the time, excellent marketing of events
Good although on a local/regional level there is little engagement.
Good progress, not sure about our own professional standards though, as others exist wider than HE
Has come on a long way. Is supported by enthusiastic staff. Good to feel part of a wider community. Tries hard to consult and ensure that the offer is on target. And I think succeeds
Have made very good progress
I am impressed by what it has become, but retain a degree of concern that rather than carving our own niche within the development world we might be better aligning to a broader community.
I don't really feel I know enough to comment on progress but I do think the group is valuable and needed for development of the community
I don't think I consider SDF to support Organisational development staff. Doesn't ODHE do that? I wouldn't have thought SDF was strategic enough for OD staff.
I find it a really useful forum, particularly the willingness of colleagues to share what they are doing, to respond to email requests for information and guidance. I have hugely benefited over the last few years.
I have found it useful. I like the small focused events, the networking opportunities etc. Concerned that it is becoming a bit too academic and less practical. The mailing list is a huge help.
I think a lot of energy is being put into it by the current chair. I probably need to understand where it sits in relation to other HE organisations.
I think it's a really useful community of practice and the SDF enables us to share focus really easily. I was previously and HR Adviser at the University of Portsmouth and did not have a similar community to access - which is a shame as I'm sure there'd be a lot of value in there being one available to Business Partner teams.
I think that it could be better promoted and used within HE. Apart from the conferences I am unsure as to its role and value. Conferences are useful though.
In my experience over the past 2-3 years the SDF has re-established itself as THE place to go for advice and sharing on good practice on Staff Development issues in HE.
Invaluable
It feels well run and organised, but unfortunately slightly peripheral to my requirements.
It has always been an excellent support knowing that we can still work together across the sector to deal with common challenges.
It is a valuable resource and co-ordination and focal point for HE staff developers
It is always useful to network, but with limited time it is a luxury.

It is really important that there is a group available for Staff Developers to discuss issues.
It reduces isolation and enables exchange of ideas and practice. I'm not sure how effectively this would happen without the infrastructure and I guess that the answer is probably not or probably not very effectively!
It's OK but is one of numerous strands these days
made a good start with very limited resources, appreciate help and effort people put in to it
Moving in the right direction.
Pretty good, although there is always room for improvement
progressing well
Regional meetings have always been valuable but attendance does seem to have dipped over the last year - which is a shame. I do query the attendance of colleagues who no longer work in the sector at SDF meetings/events.
SDF needs to be better at advertising / communicating what resources it offers. I appreciate that members need to be proactive in using the website and finding out what events / services are on offer, but as a relatively new member to the forums, I was not even aware a website existed. I just thought SDF consisted of the forums meetings, conference and JISCM@il. Now I do, I will be having a look!!
Seems to be run on a shoestring and run by people who already have a (n important) day job to do, but voluntarily give their time to do extra. Is this the right model?
The mail base is useful. I think the conference etc. need to be much more aligned to the priorities of HEIs and linked much more to the activities of other organisations like HEaTEd and the Leadership Foundation
There are pockets of the community whom I do not think the SDF speaks to e.g. training officers, directors of services. SDF pitched more at "manager" level.
think it has improved but still not sure about some aspects and relevance to all in SD, especially more senior staff
Think it is making a real effort over recent years to be in touch with its community (not in a top down way) and respond. Well done!
This questionnaire has caused me to reflect a great deal on this question. I asked myself if I would feel any great loss or if there would be any negative impact on my work / role or my own development if the SDF didn't exist. Apart from the regional groups (which are very beneficial could be self-sustained and maintained without SDF input) unfortunately my conclusion is that there would not be any negative impact.
Too expensive and too elitist. Too many pink and fluffy courses - not enough practical courses.
Unsure - it is a great idea as the HE OD community is relatively small, and this could be better utilized! There is much to learn from each other, and it is helpful career-wise to build collaborations and networks with colleagues in other HEI's. An Awards ceremony would be useful focusing specifically on OD initiatives? The SDF needs to up its profile and its interaction with members.
Useful as a community and a way of finding out what others are doing, tips on best practice.
Very necessary to have an official voice representing our community which is always at risk in times of change
Very useful. The regional group is also very useful as a means of regularly meeting with staff development colleagues.
We are quite a small community so it is difficult to get a lot of people involved in the work needed to promote activities. This is especially true as workloads and responsibilities increase.
Worthwhile
You've come a long way - keep it up, spread the word, spend more money and effort on profile and being THE professional body.

Appendix 5. – Additional Ways in which SDF might better support Staff and OD Community in HE

1.More opportunities to learn about introducing technology into t&d 2.Facilitation skills for developers
As above
Better advertising of services
Better communication of what the SDF is, its purpose etc.
Better funded with higher quality (e.g. paid facilitators) development options.
Collaborate if you can - have high profile research type projects, keep your profile high (the excellent SaHOOTS work for instance - who else knows about this?)
Ensuring conference and workshop content is really at the forefront of what's happening in the world of learning and development.
I think that it should continue to provide opportunities to integrate with training professionals outside HE (such as the excellent coaching event in Nov 2012), as this helped me to consider different approaches, share similarities and understand my own options for career development in new ways.
I think the SDF does a great job and works really hard to support its members. I think what you do regionally and nationally is very positive and supportive of the community and when time is so precious to people it's hard to think of additional ways to support. Maybe reviewing the frequency of regional meetings (less is more??) and is it possible to combine any Od & SDF opportunities?
Joint Conferences with UHR or ODHE would be good.
Keep up the support for regional activities.
Maybe some kind of special interest groups?
More available at a regional level - for example, follow up events to capture learning from the two conferences - regional groups could provide mini-workshops to bring the key learning points to the SDF community who were unable to attend the conferences.
More CPD events would be useful. The coaching and mentoring exchange when it gets off the ground could be the kind of thing we really need - it's been a long time coming and should be a focus of attention to make it work.
More required to address the practical problems faced by institutions - e.g. stress, workload etc.
Not sure
Nothing springs to mind
Produce a directory of members who would be willing to share resources e.g. if we run a change management course with 2-3 free spaces, we should be able to offer these to colleagues from a nearby HEI but don't know who wants to attend.
Providing support for themed events in regional areas that are either organised by the region or have been delivered by other regions and have proved popular, thus could/ should be rolled out elsewhere.
See response to question 10b
Shared programmes are always much valued, to maximise the cross institutional 'flux'.
Support for admin staff would be good.
The use of on-line facilities to allow staff across the country to log in to events rather than travel visiting HEIs directly?
Would like to thank the people who pay attention to this network in their day jobs, as it helps us all.