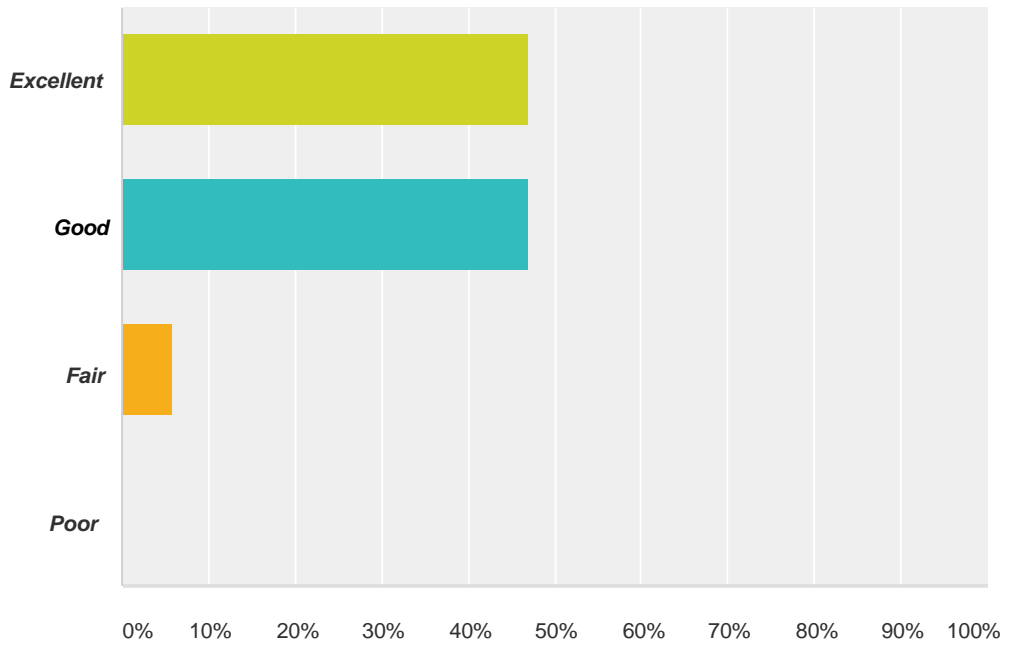
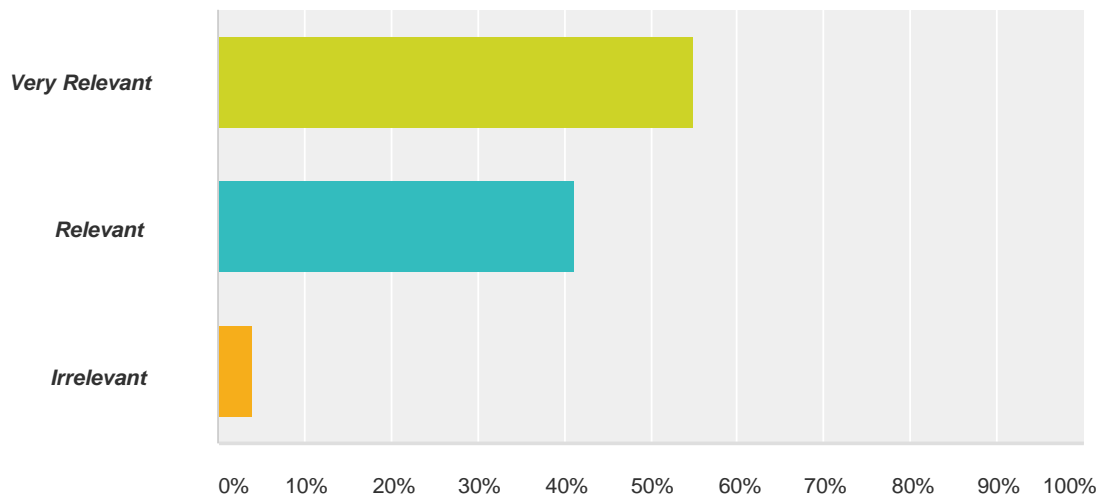


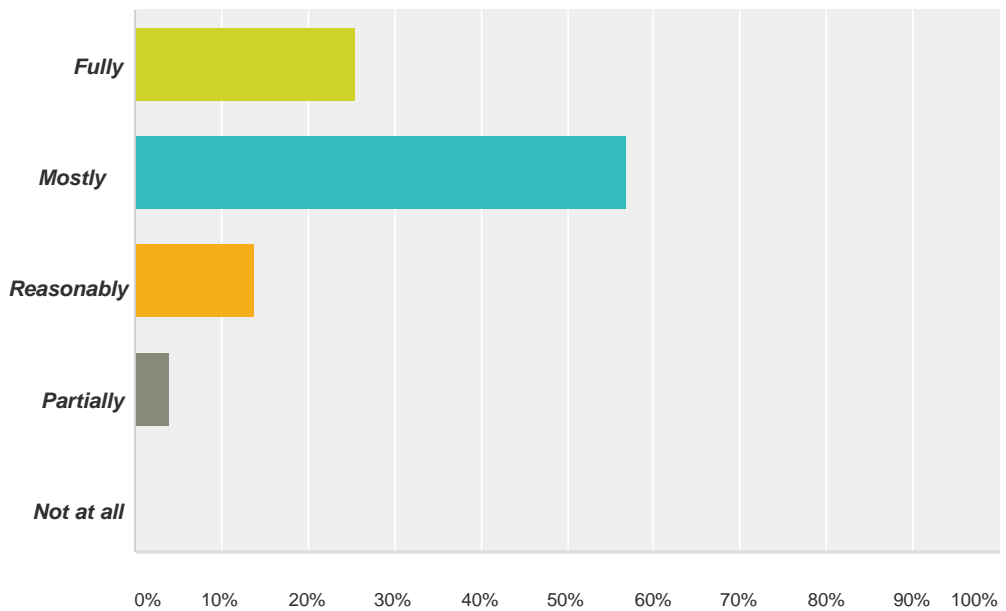
Q1 Please rate the conference overall



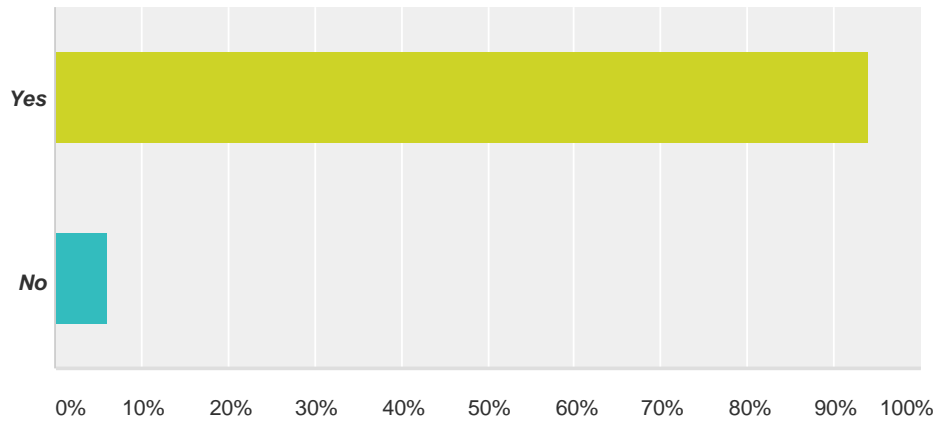
Q2 How relevant was the theme of the conference?



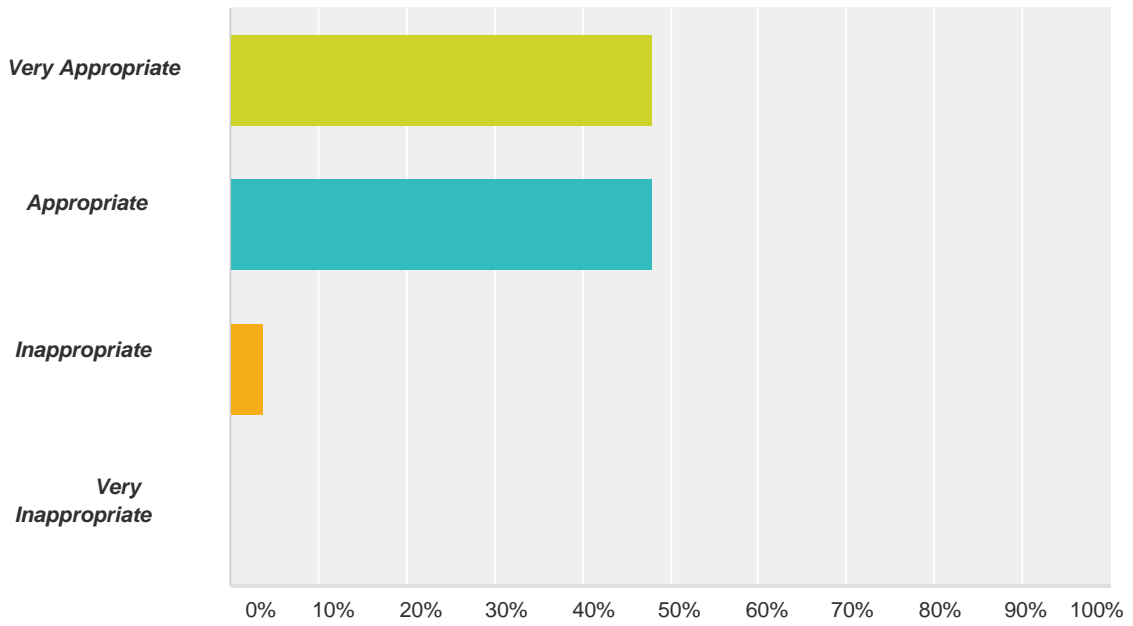
Q3 To what extent did the conference achieve its aims?



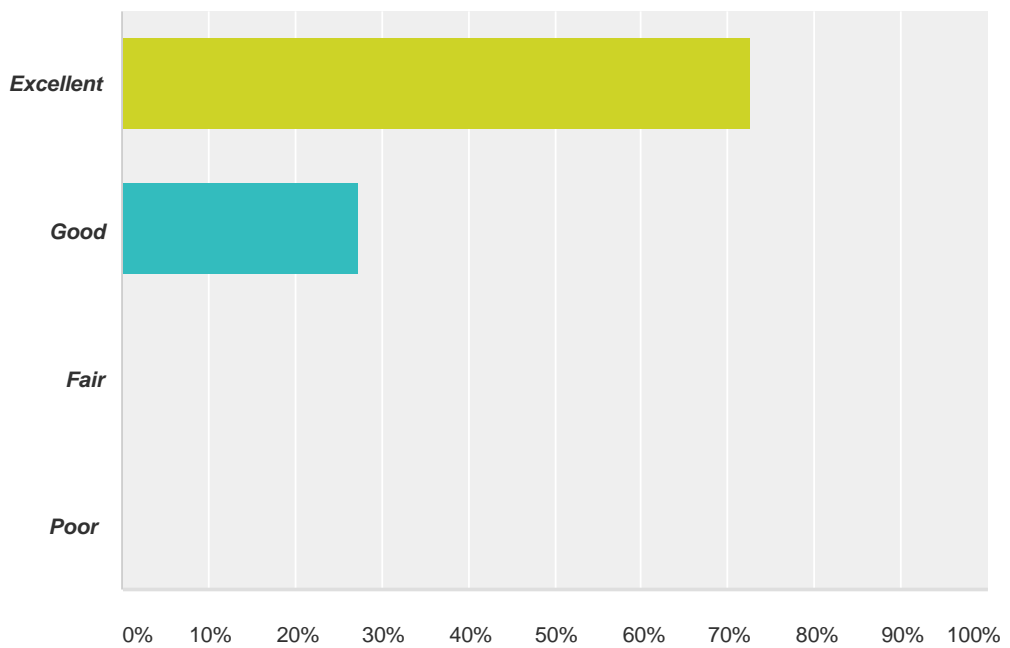
Q4 Did you think there was a good range of presentations?



Q5 How appropriate was the length of the conference?



Q6 How well did you feel the conference was managed over the two days?



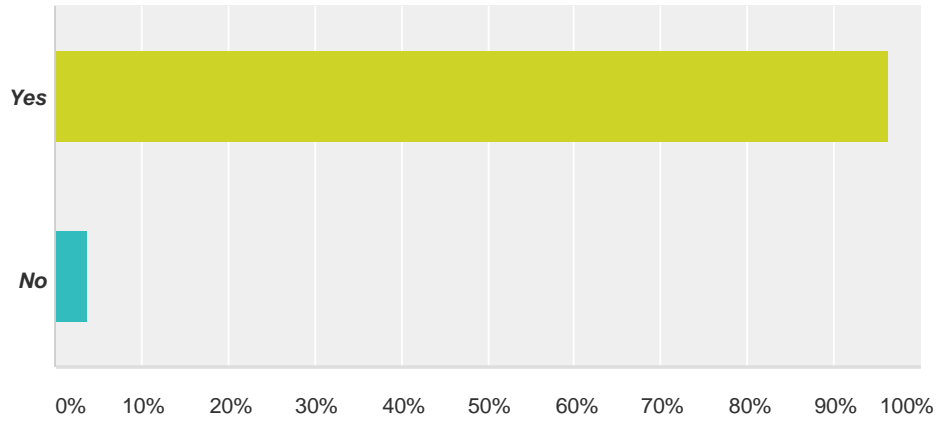
Q7 What learning points will you take away from the conference?

#	Responses
1	1. Integrating technology more in to our learning programmes and interventions 2. Creating time and space, for ourselves and our learners 3. Gaining (and encouraging) clarity on the strategy that drives our performance management culture and aligning our delivery against that
2	Too many to list. A summary: - Be brave and have those difficult conversations - Review current delivery methods with 70/20/10 in mind - Liaise with our IT team and utilise new technology - Work with our technical staff on Career Pathways - Share my learning from the conference with colleagues - Ensure that the L&D function is future fit - How strategic are we? Really?
3	To really think about my role within the university and the relevance/impact of it
4	Networks were invaluable! Fierce Conversation was timely and fab!
5	That I need to get in touch with my peers more
6	there are lots of similar work being done by lots of universities. Many of the challenges faced are the same.
7	1) I gained a clearer understanding of coaching and its uses 2) How to develop our technical staff and the support available from HEaTED
8	mainly things from breakout sessions
9	Reinforced my view that L & D can have a significant impact on performance/culture
10	Evaluation was a theme I noticed and took away some ways to improve the way we evaluate
11	Initially for me networking and meeting other colleagues within HE. Sharing experiences and thought provoking topics introduced by various speakers, i.e. changing demographics, skills gaps etc.
12	not sure. That most SDF attendees are new to HE and have little understanding of the culture?
13	I became better aware of what is being done for technicians in Universities (following the technician's strand), and I liked the direct approach and some of the ideas behind "Fierce Conversations".
14	How valuable the connective conversations at the conference were. So many areas or rapid organisational development, so many interconnected challenges.
15	Fierce conversations - let the silence do the heavy lifting.
16	Coaching evaluation from one of the sessions
17	1/ Continue to nuisance the difference between L&D and OD. 2/ Incorporate 70-20-10 into strategy of L&D and OD. 3/ await with anticipation the challenging provocation questions from Colleens value impact of coaching session
18	A reminder of the value of networking.
19	It has generated some ideas need to reflect more on the learning not sure there was lots of new learning but did get new ideas for existing knowledge
20	Review Bournemouth Academic Career Framework and use to help refine our own forthcoming competency matrices. Start to engage staff with Capability TNA so they understand the difference between Capability and competence, and thus exactly how L&D can assist. Do this via the Ishikawa diagram. Understand difference between L&D and OD. Think about how to be more effective as an L&D function. Bring staff experience and OD onto the agenda more for senior leadership. Review our people strategy. Use Sheffield's Power of the People.
21	Implementing appropriate strategies in my organisation Challenges faced by HE
22	Looking at increasing 'self directed learning' to move closer to 70:20:10
23	Focus on alignment of work to organisational goals
24	I need to network more
25	Competence v capability In terms of performance improvement is it the competence of the individual / team or is it the systems, leadership, environment they are working in causing the problem. Challenge "team building" requests harder to identify the underlying issues. Work hard to identify the real issues in coaching assignments
26	All aspects from Paul Matthews' parallel session and goals identified in Kathy Ashton's Wheel of life/Wheel of work session

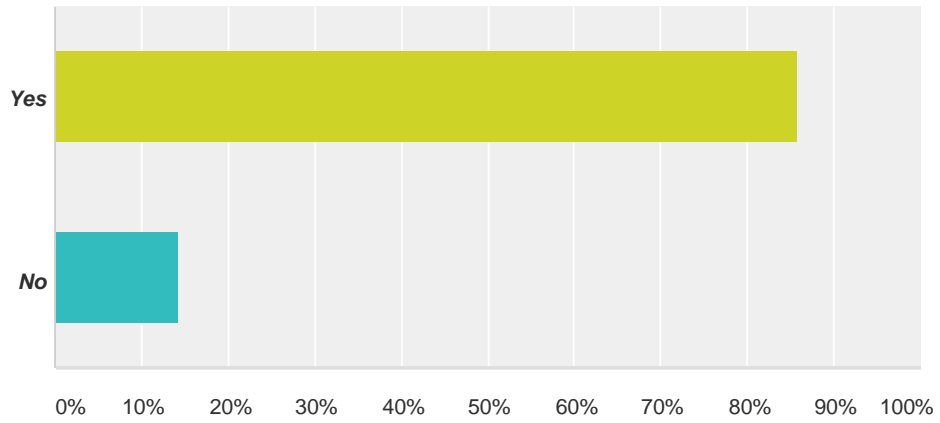
Future Fit - SDF Conference November 2016

27	To really analyst the problem before finding a solution
28	The session on coaching culture was excellent - gave me very useful food for thought. I also really enjoyed the session on Fierce. It's good to have a mixture of information and development focuses
29	There is a lot of good work 'out there' in the sector and it's good to see it being showcased at the conference.
30	Picked up useful information regarding Action Learning, Fierce Conversations and attended another useful presentation for interest
31	The first Key note speaker was excellent and I will be relaying information from that directly to my leadership team and colleagues in HR. I really enjoyed Fierce Conversations Key note speaker on Day 2. Both really energised the start of the days learning. I made lots of contacts. Ideas were consolidated. I'm new to HE so a real sense of culture across Universities and the language used. Lucy Owens - definitely will be pursuing her recommended reading and formulating some workshops from this.
32	L&D and HE is changing, many L&D professionals from private sector are being brought in, and challenging some long standing University practices
33	Fierce conversation techniques. Capable vs. competent. The power of understanding 70:20:10.
34	Really liked the Bristol ideas around leadership training and will look into these.
35	Make better use of technology re supporting development events. To think more creatively - and find quality time to do this.
36	Wheel of life/work - Sort out my big stones Fierce conversations - Tackle my toughest challenge today
37	More specific points about how to implement initiatives in our Uni - professional behaviours, action learning sets etc
38	I learned a variety of things, both things I was seeking to learn and unexpected surprises. For example I wasn't really looking for anything on difficult conversations but really enjoyed the Fierce conversations keynote with Sarah Vogel.
39	Fierce conversations - I need to have some! L&D as a performance consultant - excellent concept
40	3C performance management consultants were really insightful - learnt a lot from them.

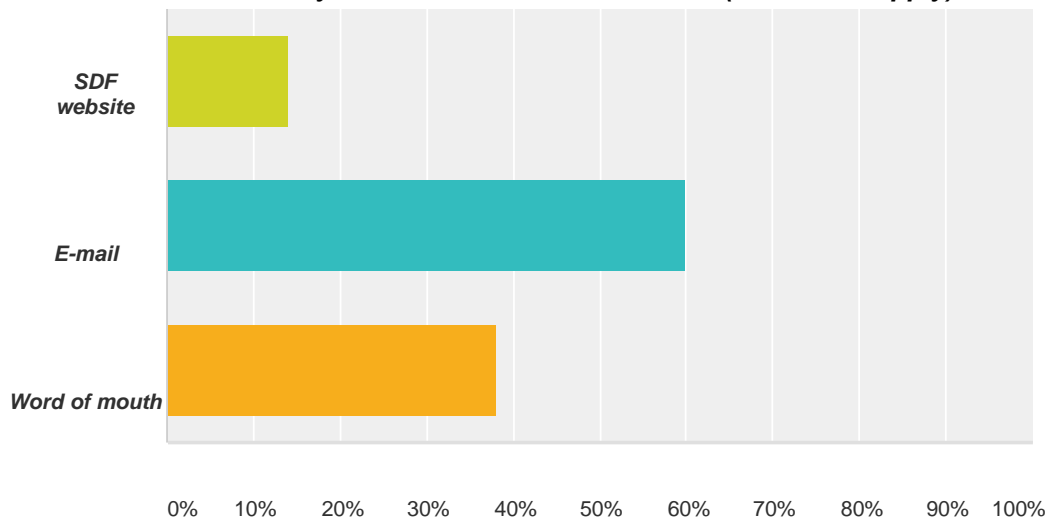
Q9 Would you recommend attending an SDF Conference to your colleagues/others?



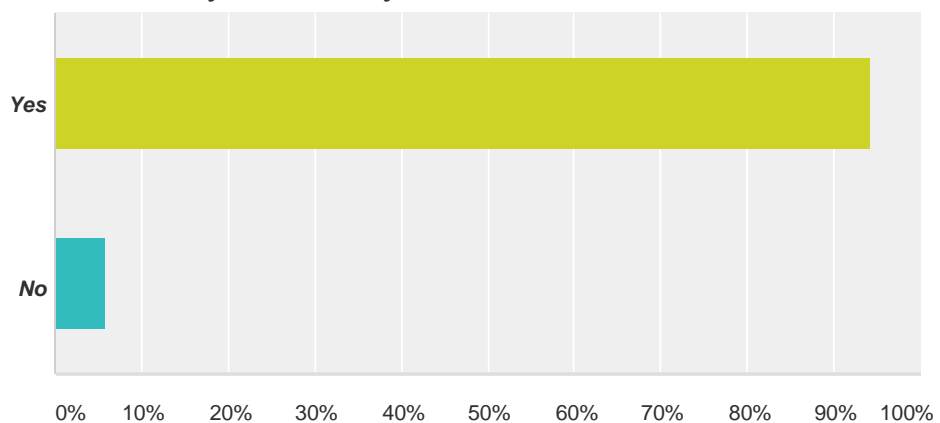
Q10 Did the programme allow enough opportunity to network with other delegates?



Q11 How did you hear about the conference? (tick all that apply)

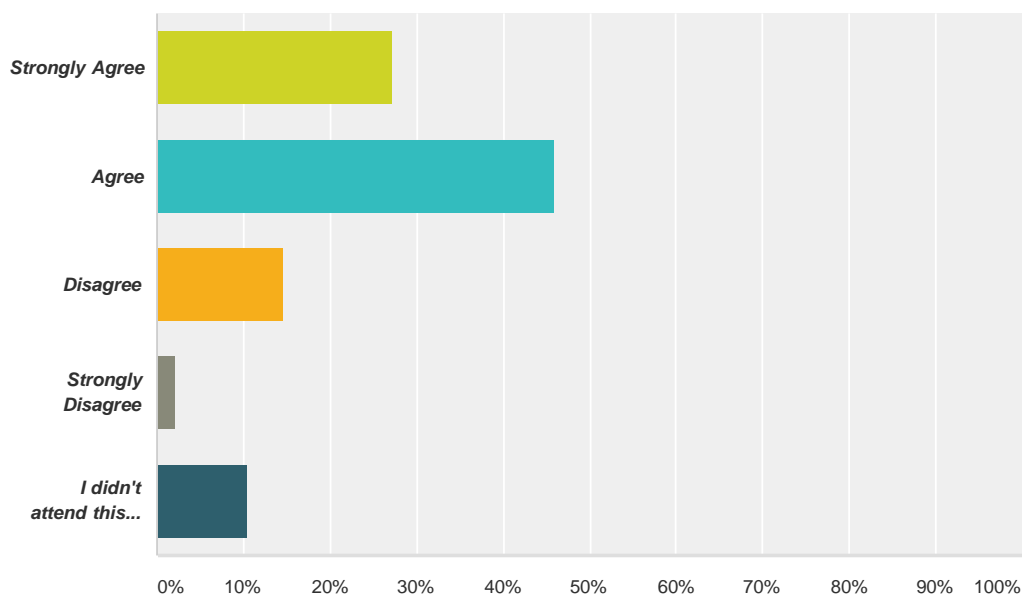


Q12 Did you attend Day 1 of the conference?



13 Keynote 1 - Vijaya Nath, What Lies Beneath? The changing HE context - stepping into the future

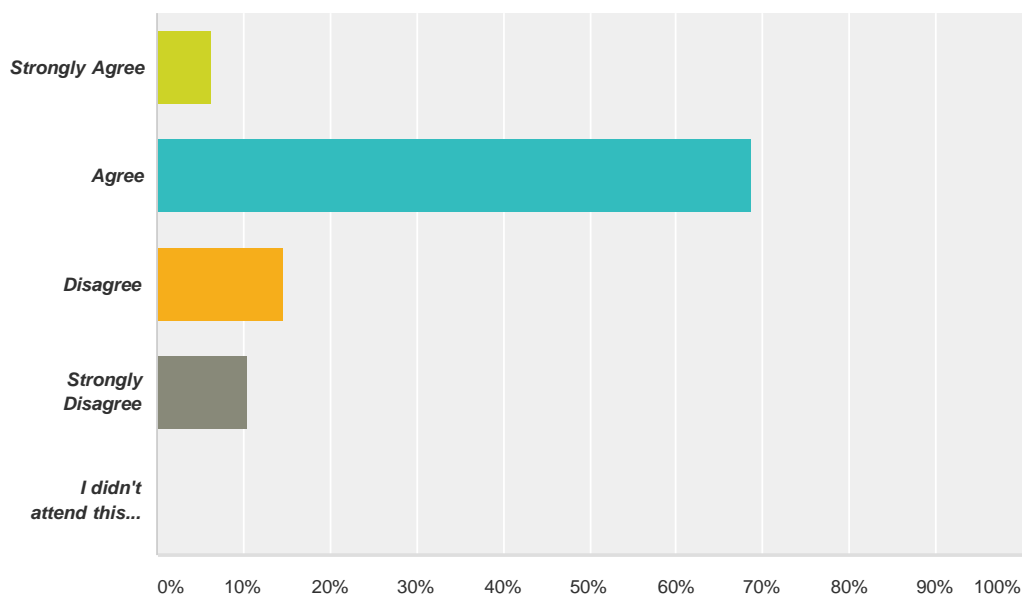
Answered: 48 Skipped: 4



#	Additional Comments
1	Incredibly timely and relevant presentation.
2	Vijaya was excellent. A lot of her examples were health related - it might have been better to have more HE ones but she was really inspirational in her style.
3	I would have liked Vijaya to make more specific reference to HE: I know that she has recently entered the sector from Health, but I wanted her to speak 'my' language more
4	I thought she was brilliant but I would have liked more time to explore some of the subjects she introduced
5	Continued to tune into up-to-date developments including Trump becoming president!
6	spoke too much about NHS and health
7	It was difficult to make really useful notes about the Future Forces as there were so many! Having the slides beforehand would enable much more useful notes to be written in the short space of time between slides.
8	Sorry but I can barely remember anything she said. When I wrote up what to share back at the University my mind was a complete blank
9	very informative and engaging speaker
10	I think Vijaya will be an inspirational addition to the team and look forward to hearing her thoughts going forward as she gets used to the HE sector
11	SOME interesting new thinking - very 'blue sky' - but good to have at least one speaker do this (wouldnt want more than one though)
12	The speaker did not align her comments to the HE sector as well as I would have hoped from the head of the LF - we are not the same as the NHS.
13	Content great, presentation great - good to hear from someone new into sector.

Q14 Keynote 2 - Laura Overton, Getting fit for the future of learning in HE

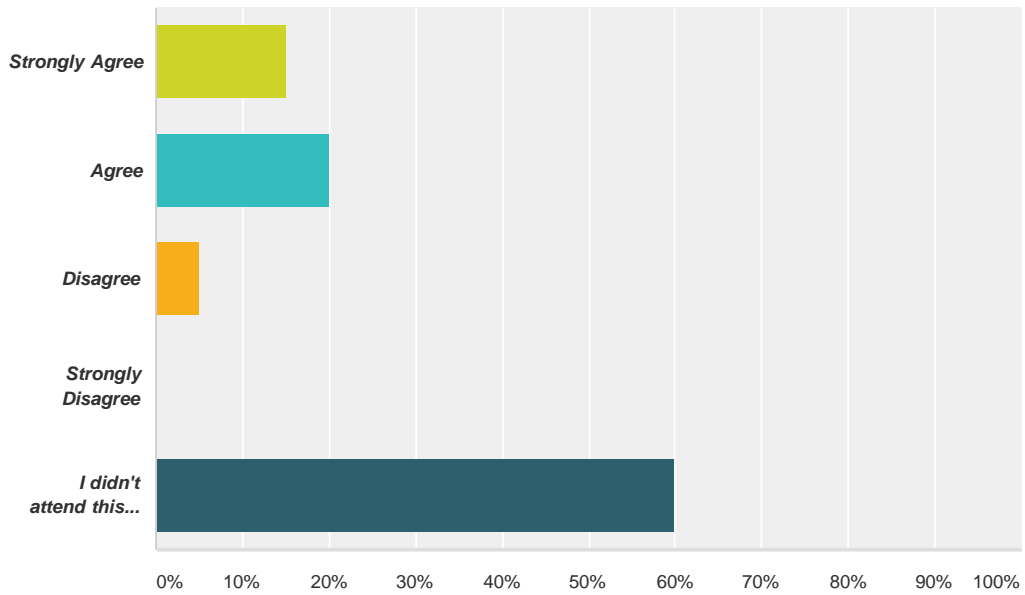
Answered: 48 Skipped: 4



#	Additional Comments
1	Too long and focused too much on statistics and data that was not relevant to the HE sector; the only data Laura had from an education field was from FE
2	This was patronising and dreadful. I don't think she needs to try to emulate Hilary Clinton - just be yourself. This could have been condensed to 30 mins and there was little value for me in this session. Her style of delivery was poor - engagement by forcing the audience and patronising in its style.
3	Too long and sell-y - plus the wait for lunch was extremely long for those of us who left the house before dawn
4	Laura was very preachy. I particularly felt being uncomfortable about having to stand up as a male participant for the purposes of then being told to give women a chance. This was totally unfounded and potentially humiliating to men given that 1/ We are in the minority (and required to be stand up to be in effect criticised). 2/ the majority of the men in the room had women managers some of whom were in the room.
5	I found this to be too full of management speak so that it was very hard to grasp what was the learning. The exercises were a bit coercive.
6	could not remember anything from this session and did not make any notes so must not have been engaged
7	Wow, this had loads, loads of content in it. Again hard to keep up and make effective notes. Having the slides beforehand would enable much more useful notes to be written in the short space of time between slides.
8	Although there was a lot there, I think this was a good session
9	Maybe the research could have arrived as a pre-read and there could have been more discussion?
10	Too long and too stats driven. We know what needs doing, some ideas on how to do it would have been helpful. Also the context seemed focused on private sector. While not wishing to use the "HE is different" excuse there does need to be some acknowledgement of the differences that do exist.
11	This was a bit long.
12	I missed the start of this, so may have an imbalanced view, but it went on a long time with lots of data and not much intermittent interactivity to keep interest.
13	The session was too long, and rather than explore what maturity means, and what it might take to get there, we got over loaded with meaningless statistics. '85% of people who say they are successful say they did X - therefore X must be good'..I am always worried about this approach - when does anyone in L&D ever really admit that something wasn't successful. It started bright and energetic, but ended up feeling bombastic.
14	A little light on content - too much Jeremy Kyle for a keynote -slides difficult to read -
15	Lots of energy, passion. Might have come over as a bit strong for some. I like her.
16	A lot of top down speaking - I lost her message

Q15 Colleen Harding & Lisa Sofianos - Recognising the Value and Impact of Coaching in HE

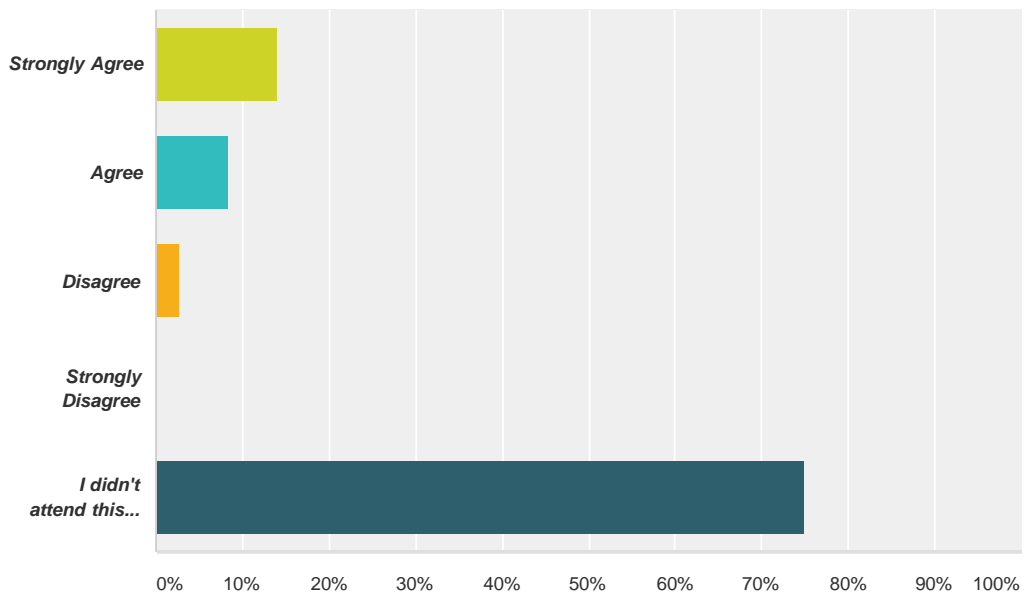
Answered: 40 Skipped: 12



#	Additional Comments
1	This was an interesting session
2	This was an excellent session based in clear case study and research; excellent 'provocations'- highly engaging and useful for my own projects

Q16 Hedda Bird - Leading Edge Learning

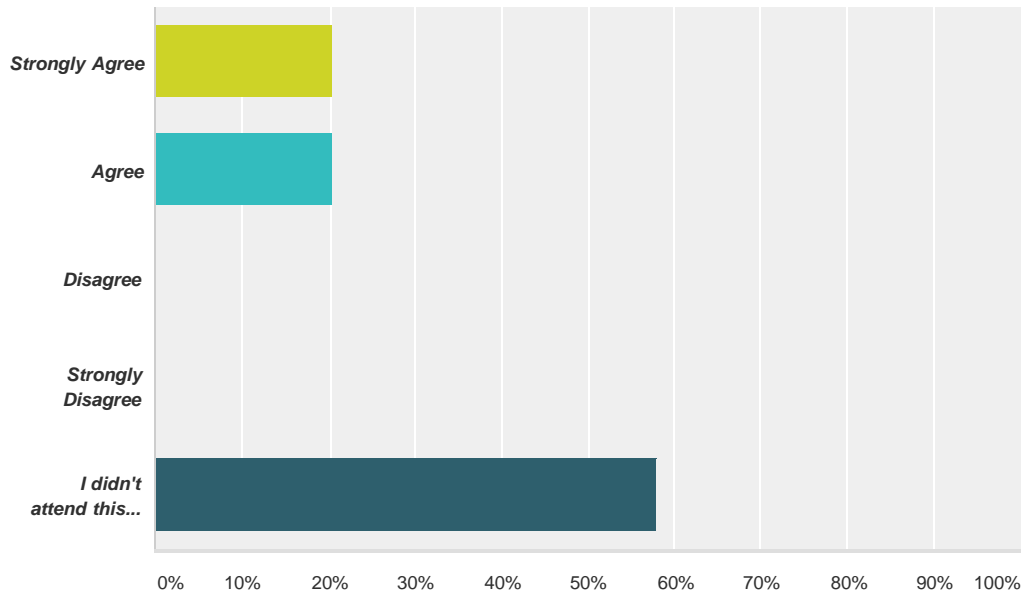
Answered: 36 Skipped: 16



#	Additional Comments
1	Very thought provoking. I will be presenting this back to my team.
2	Excellent as ever
3	It was interesting but not quite what I thought I had signed up to

Q17 Paul Matthews - Learning and Development's role as performance consultant

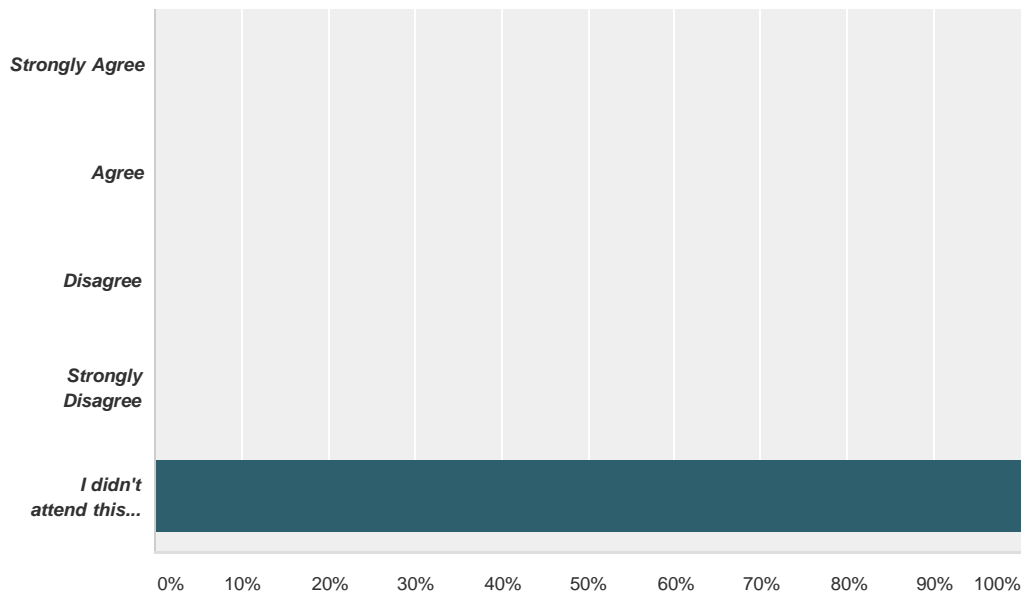
Answered: 43 Skipped: 9



#	Additional Comments
1	Excellent and inspirational speaker, and I loved his 'Managers Role' definition
2	Really interesting session about L&D acting as a filter for unnecessary training courses as well as the provision of useful ones,
3	Really useful, back to basics session - so how to respond to a training request so that the assumptions behind the request are gently challenged, and the focus is on performance outcomes rather than the training as an event. Really useful and practical.
4	very engaging and informative, provided a useful and practical model
5	Useful reminder / lightbulb moments
6	So good I bought the book!
7	Excellent delivery - thought provoking - useful resources, great discount on books.

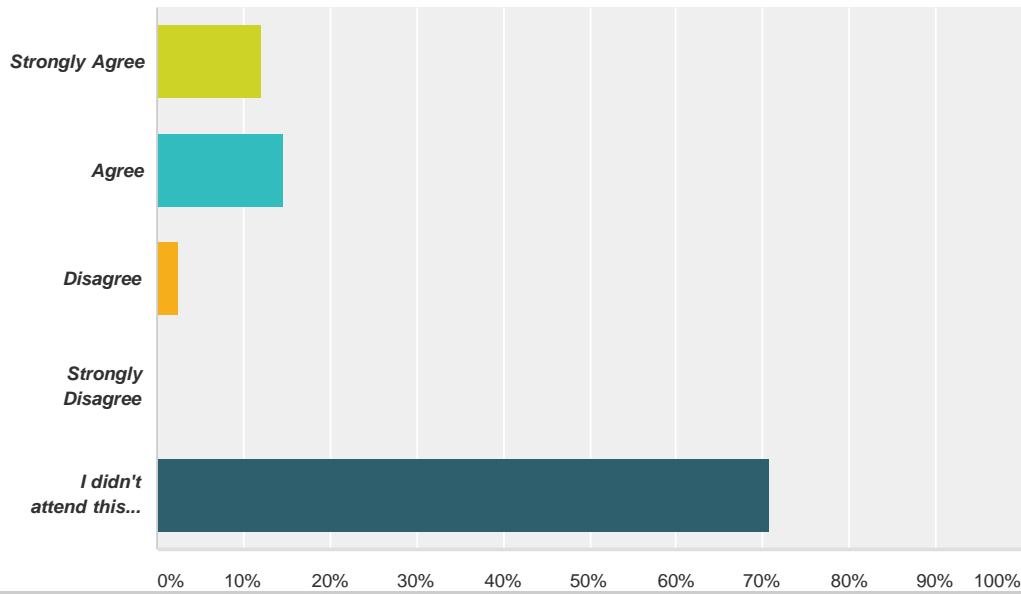
Q18 Sarah Chesney & Jeremy Benson - UKPSF pathway

Answered: 35 Skipped: 17



Q19 Lorna Prince - An exploration of the contribution of L&D/OD to the development of the HE sector: experiences from Scotland

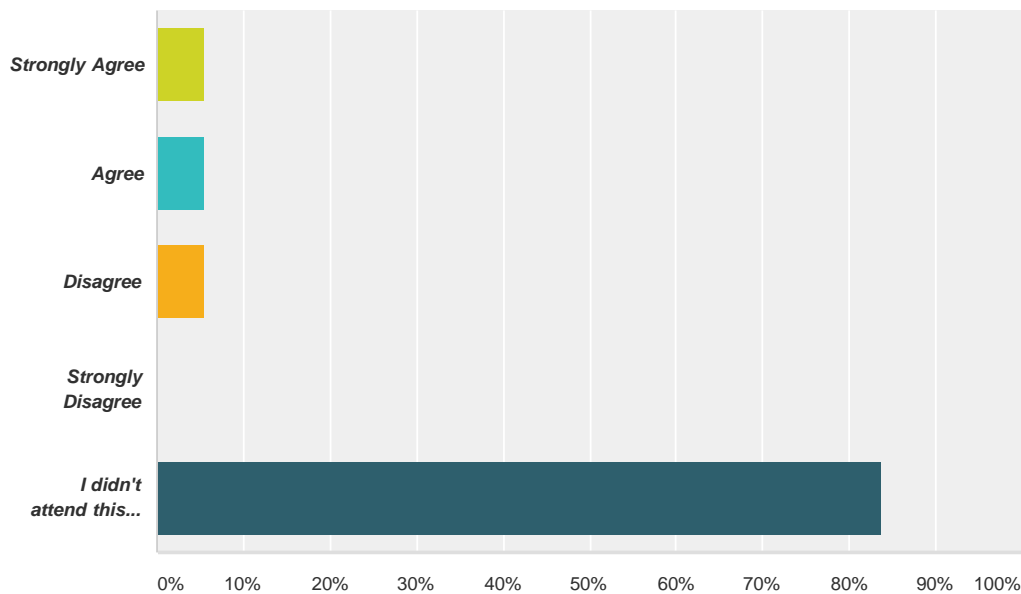
Answered: 41 Skipped: 11



#	Additional Comments
1	Very thought provoking I look forward to having access to Lorna's slides post conference.
2	Really enjoyed exploring the differences between L&D and OD. Again I wanted slides beforehand so that I could make more effective notes. As such I was taking photographs of the various slides, which are now meaningless and out of context!
3	good to clarify difference in L&D and OD and recognise the cross over
4	The focus of this session was not entirely clear - it focused on L&D vs OD, L&D capabilities, ways of learning rather than the specific experience of the Unis in Scotland. Lorna was a very engaging speaker, however!

Q20 Lucy Owens - Navigating your Career in HE

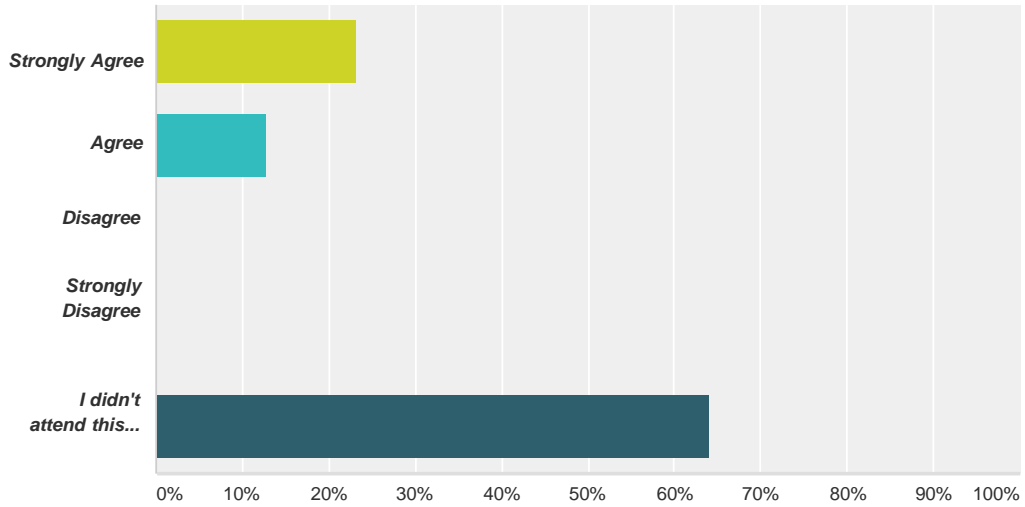
Answered: 37 Skipped: 15



#	Additional Comments
1	Only because it covered things that I already teach as part of my practice
2	Really great style of delivery and honest personal experience shared. great participation opportunities.
3	I have used the Career Anchors tool and had hoped to be introduced to new ways of working with it, slightly disappointed that the pitch to an L&D professional audience from HE did not have more content.

Q21 Alison Leggett, Ros Hitchen & Alastair Work - Divergent, insurgent, allegiant and emergent programme design? A brave new world or a step too far?

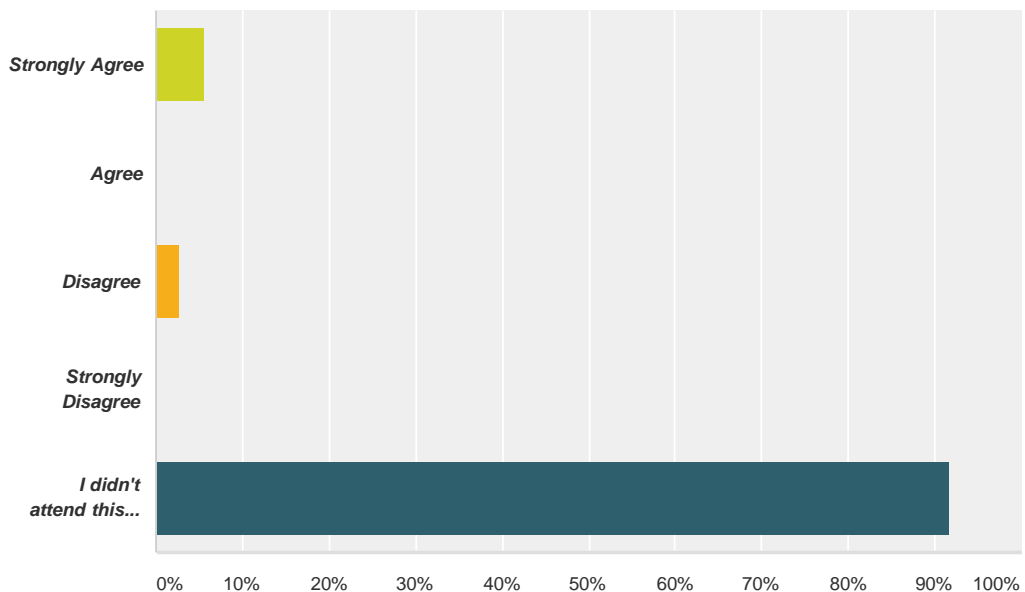
Answered: 39 Skipped: 13



#	Additional Comments
1	Brilliant - thought provoking, and a great way to develop a leadership programme
2	NB I was one of the presenters but I was glad that the participants engaged so well.
3	very interesting and useful session
4	Interesting to compare their approach to design with a similar approach here. Some useful additional ideas. Also an engaging approach to delivering this session.
5	Very interesting session that took us out of our comfort zone initially, but played out very well.
6	A somewhat chaotic session but very thought provoking and some interesting insights to take away.
7	My favourite session of the conference. Very thought-provoking and useful.
8	Brilliant, really interesting and brave!

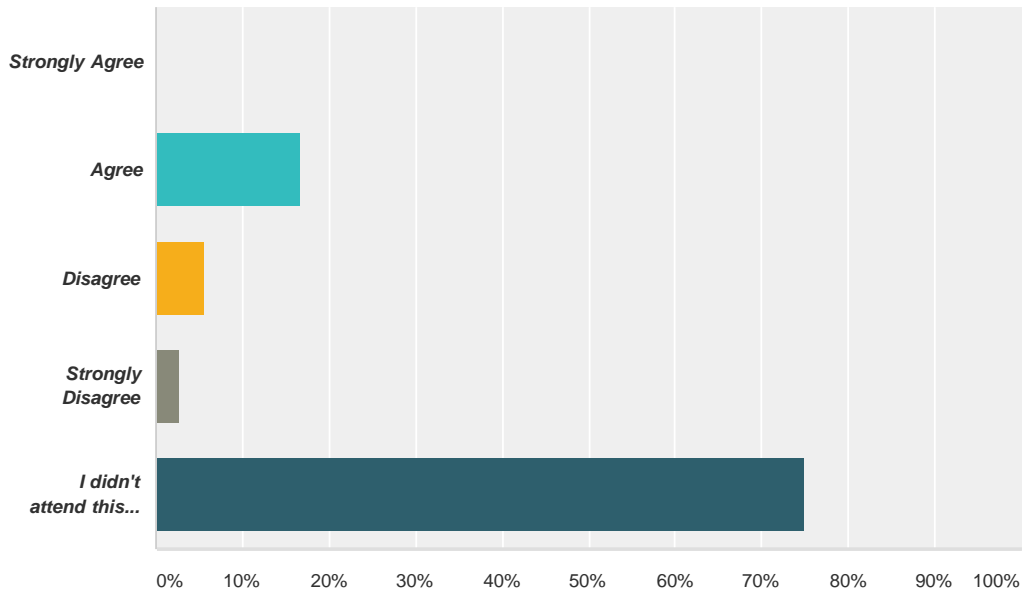
Q22 Katherine Forsey & Sue Churm - HEaTED's Professional Development Route Map: an action plan for HEIs

Answered: 36 Skipped: 16



Q23 James McLuckie & Ross Garner - The Online Learning Designer's Toolkit

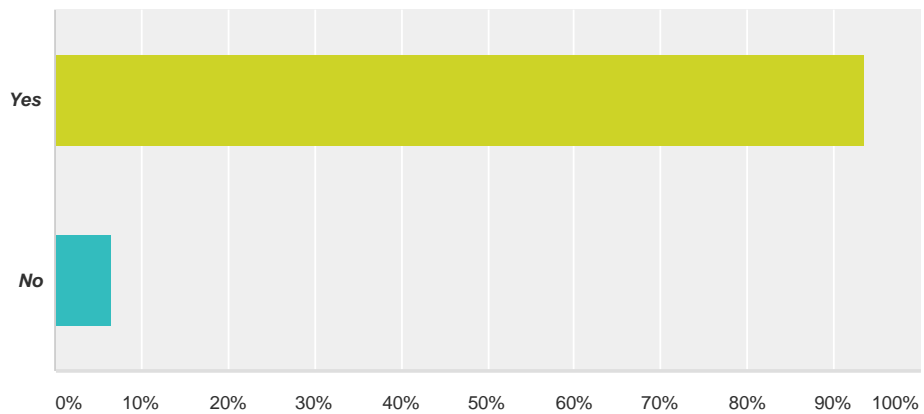
Answered: 36 Skipped: 16



#	Additional Comments
1	This session wasn't what I expected.
2	I thought there would be more practical application i.e. putting together your own e-learning but it was still very interesting
3	Very useful tips, circulating the presentation to share would be useful

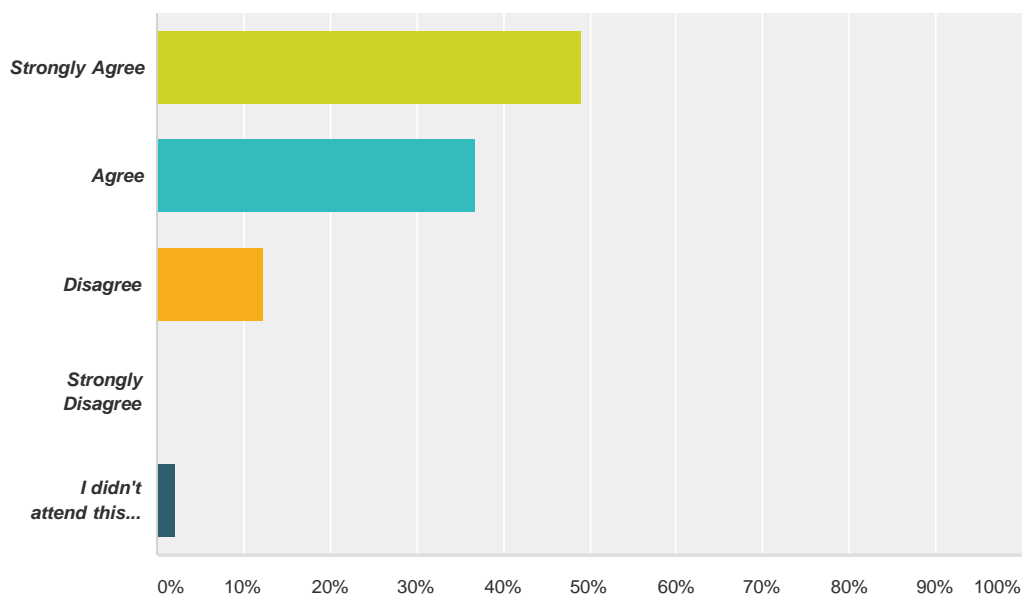
Q24 Did you attend Day 2 of the conference?

Answered: 47 Skipped: 5



Q25 Keynote 3 - Sarah Vogel, A taste of "Fierce"

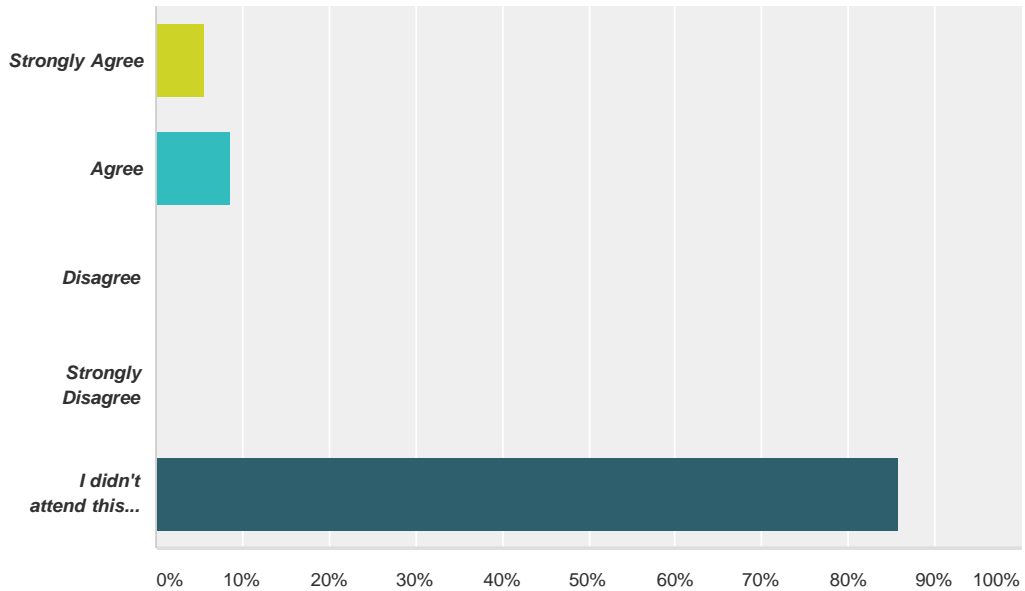
Answered: 49 Skipped: 3



#	Additional Comments
1	Great session, very thought provoking
2	Fantastic presentation, content and presenter.
3	Session felt too long
4	Fabulous - really enjoyed this!
5	Fabulously presented; super engaging and great from start to finish. Loved it. Thanks
6	I felt this session had some useful points but I found the overall model rather muddled.
7	Excellent speaker with some thought provoking material. She regularly interjected with recommended background reading which I liked, and had some fantastic quotes, which I've pinched! I thoroughly enjoyed her session
8	Brilliant, inspiring and engaging session.
9	Spent a little too long explaining what 'fierce' meant but overall a useful keynote.
10	Again thought provoking (reiterates many other theories) in different package.
11	The style of presentation and the dogmatic approach did not sit well with me. I did not agree with the definition of fierce either.
12	great session really interesting concepts
13	Hmm, unsure what to make of this content. I don't coach or manage staff, and don't really need to have fierce conversations in either my personal or work life. However I can understand the need to explore why powerful questions need to be asked, to challenge assumptions, enrich relationships etc etc. Some of the ideas though I couldn't relate to - eg. "The conversation is the relationship". Was does that even mean? I understand all about emotional intelligence and promote staff to read up and understand it more, but try to stay clear of meaningless rhetoric. "We succeed or fail gradually then suddenly, one conversation at a time." It seemed more a personal voyage for her and how she coped with managing her emotions and life than advice I could employ. (sorry!).
14	Probably the most inspiring part of the conference
15	Very engaging approach to delivering the session - didn't feel like an hour and a half. Useful and relevant content.
16	very engaging and useful
17	This was a good session, though again I think 90 minutes was too long. She talked a lot about the content of what she does - most of which was well thought through if fairly standard. It would have been much more interesting to understand HOW she works - what are the methods, exercises, group activities that turn the base material into effective impactful training.
18	Very powerful, perfect for the opener to day two (no disrespect to Michael who did a great job despite the technology!)
19	Useful session although again the slides were difficult to read - thought provoking.
20	This was my favourite session - very enjoyable.

Q26 Terry Croft & Chris Turgoose - HEFCE Catalyst Project: Technician Development & Modernisation (TDM) Creating Career Pathways for Technicians

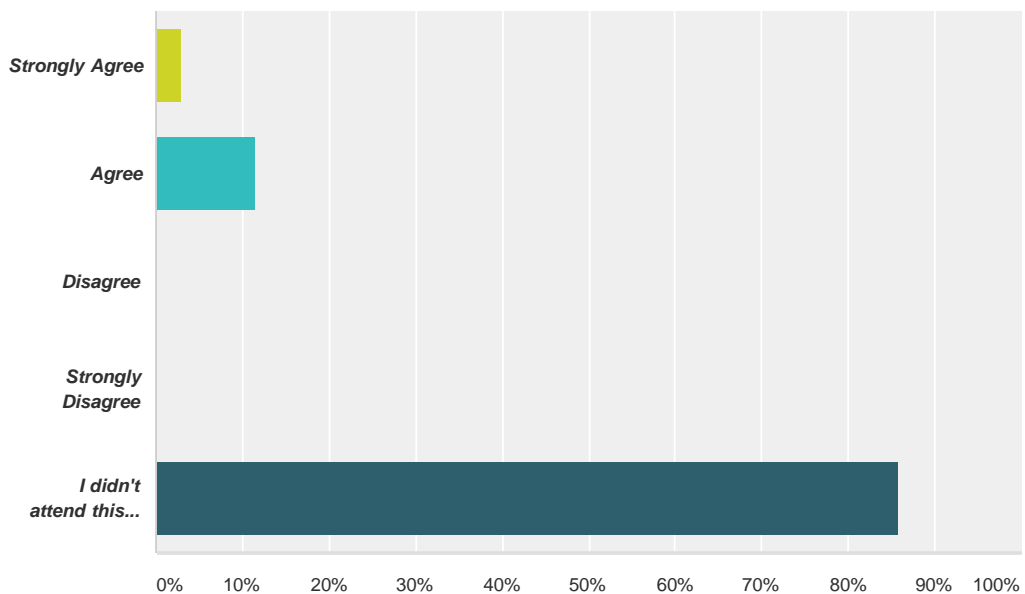
Answered: 35 Skipped: 17



#	Additional Comments
1	The session started late and felt very rushed which was a shame. Very relevant and I would like to find out more and be involved. Contact details left with Terry and Chris.

Q27 Sandra Booth - How the effective use of Psychometrics can impact the Coaching Relationship

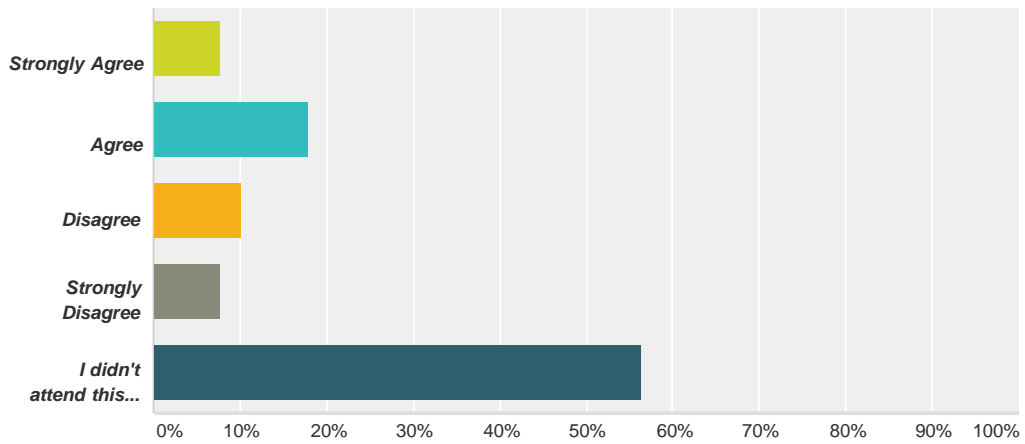
Answered: 35 Skipped: 17



#	Additional Comments
1	MBTI in coaching, a much underestimated tool.

Q28 Malcolm Harper - Culture, capabilities and commitment - the three challenges for staff and organisational development professionals in HE

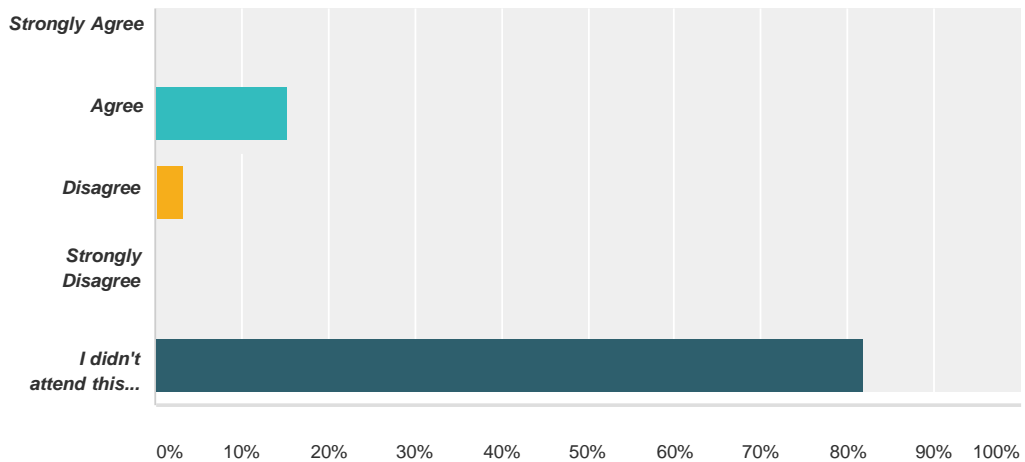
Answered: 39 Skipped: 13



#	Additional Comments
1	Very good session. Information and engaging
2	Again thought provoking
3	too much input in the time allowed meant it felt very rushed plus didnt take much away
4	Really great session for sharing ideas with others around the table and getting a yardstick for where other HEIs are with regards to the fitness of their service/strategy/organisational position in relation to influencing the achievement of their aims as staff and organisational developers.
5	A very jumbled presentation that seemed to lack focus. A shame as I was quite excited about this one
6	I disengaged from this speaker. I didn't really learn anything new and I felt it was a little old fashioned. There was a lot of material - the approach needs simplifying

Q29 Valerie Fawcett - Maximising Collaborations, Minimising Conflict - Creating Functionality Fluent Leaders and Managers for Shared Leadership

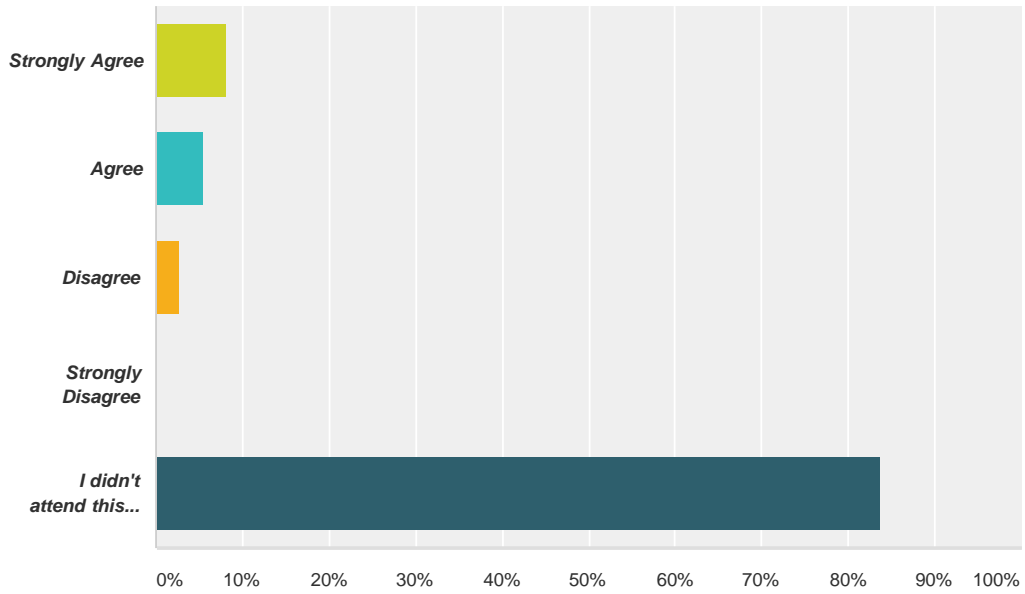
Answered: 33 Skipped: 19



#	Additional Comments
1	I led this session so cannot comment
2	I didn't feel the title clearly reflected the content of the session and I didn't like the tool either

Q30 Sophie Sowerby & Claire Tindale - Realising your Potential at Durham University

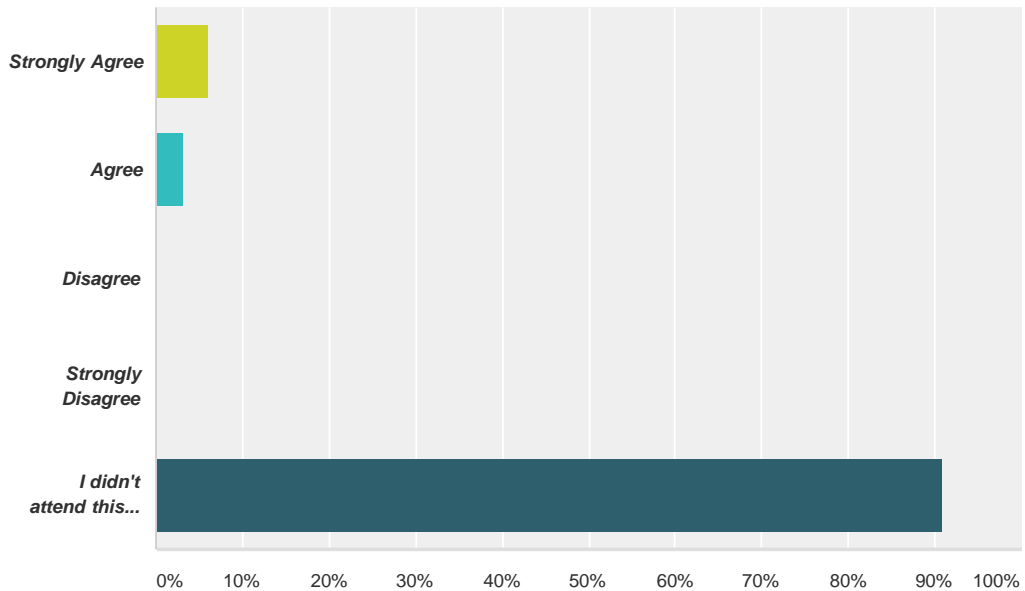
Answered: 37 Skipped: 15



#	Additional Comments
1	Useful discussions

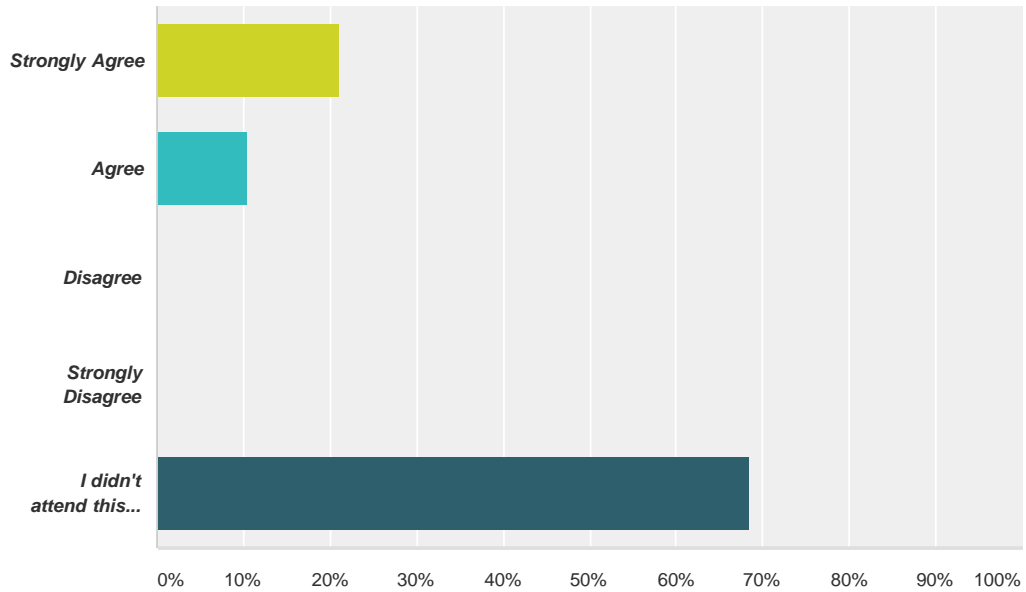
Q31 Helen Charlwood & Kevin Oxley - Establishing a Technical Network

Answered: 33 Skipped: 19



Q32 Tracy Ellis & Meriel Box - Action learning - preparing for your future

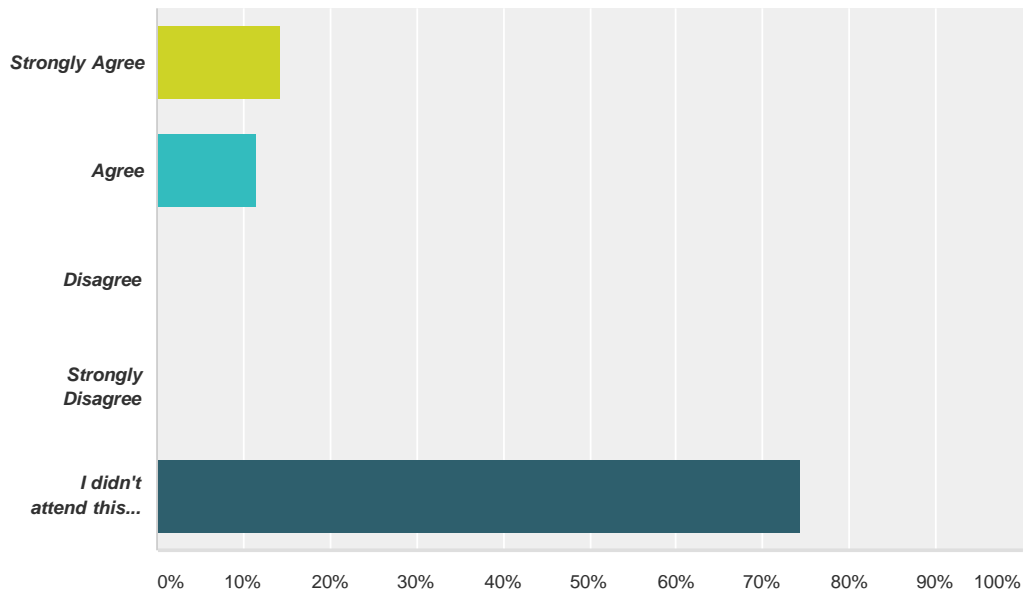
Answered: 38 Skipped: 14



#	Additional Comments
1	Fantastic session. I will be using ALS more going forward.
2	Best session of the conference!

Q33 Kathy Ashton - An Introduction to the Wheel of Life/Wheel of Work

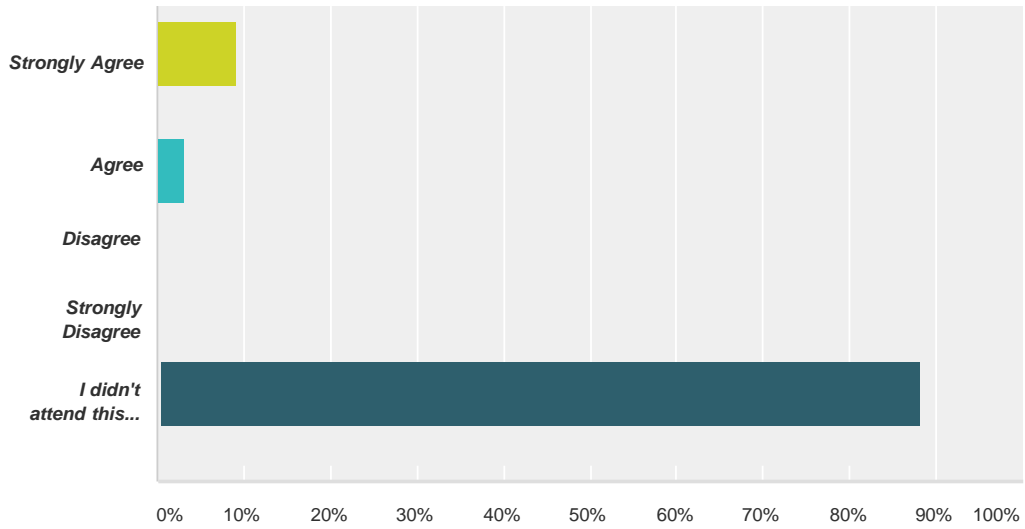
Answered: 35 Skipped: 17



#	Additional Comments
1	I am already familiar with the wheel but found it really helpful to use it in a different way and use it on myself instead of facilitating for others!
2	A familiar tool explained by an expert, good to refresh the memory and remind me of how useful it can be.
3	Brilliant! Great tool, really well delivered, great conversations

Q34 Julian Bancroft-Martin - Enabling Course Leaders to Lead

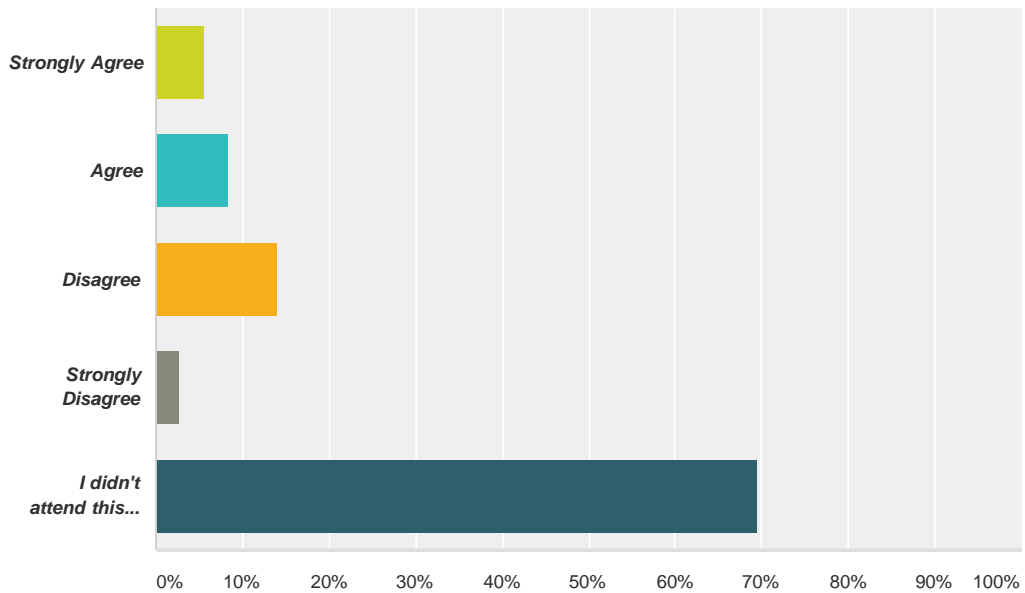
Answered: 33 Skipped: 19



#	Additional Comments
1	A useful and entertaining session
2	A great session - very useful and practical built on the experience at Worcester but thought provoking with ideas to share

Q35 Colleen Harding & Sally Worth - Transformative Career Progression for Academic Staff

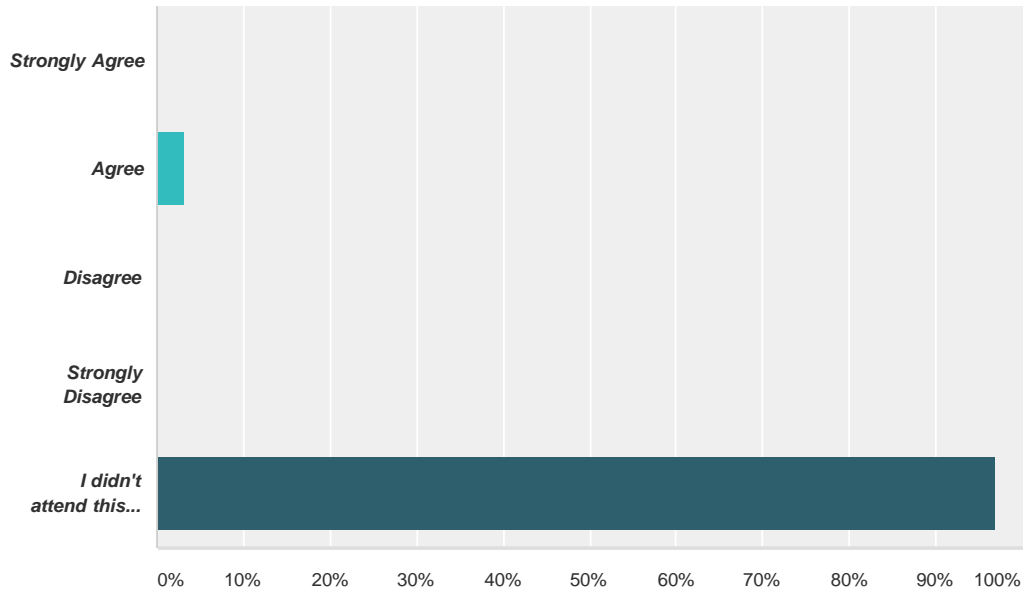
Answered: 36 Skipped: 16



#	Additional Comments
1	Session focused on their research up to this point which is not near completion so very little concrete findings that we could use
2	Whilst it was an interesting discussion and both were engaging speakers I felt that they got more out of the session for their research than the delegates.
3	it seemed the session was just to add to their research and I didnt get anything from this
4	Loved hearing about the draft 'Career Intervention Tool' that is being developed by University of Bournemouth. Will directly use this to influence our own competency frameworks currently under development.
5	Was hoping for some more concrete ideas on supporting Academic Career progression. Appreciate that the project is still ongoing. Hopefully some results in time for next year.

Q36 *Ali Orr & Jeroen Stam - Becoming an Employer Champion Institution*

Answered: 32 Skipped: 20



Q37 Moving forward, are there any areas of development you would like the SDF to consider providing?

Answered: 21 Skipped: 31

#	Responses
1	Possibly more on career development for developers e.g. HEA fellowships, CIPD courses etc.
2	I found the personal development sessions most useful so more of those please
3	More coaching would be great, coaching for use in the workplace but also coaching for HE in general.
4	Fresh perspectives from fresh providers - and less consultants selling their wares
5	I think it would be beneficial to have a few more deep dive sessions that focus some of the big ticket items that might impacted HE and therefore L&D and /or some of the common challenges or topics that as L&D professional we would benefit working through together. A few less sessions and more opportunity to talk through/walk away with some workable solutions could be a really productive use of the time together. There's lots of different experience in the room that we could make much more of.
6	More information on the support available for technical staff and how we as staff developers can deliver or facilitate access to that support.
7	A more even mix between theory and practical sessions.
8	For next conference having themed swim lanes i.e. 1/ Coaching and Mentoring 2/ OD 3/ Technicians, digital and e- learning specialists 4/ Administration 5/ Evaluation, ROI ect Staff could either stick in lane or change lanes. Some lanes could be open for one day or both days to encourage some like L&D administrators to come for a day.
9	coaching and mentoring, leading teams
10	Help identify best practice across the sector. Share this via a central blog or forum where users can ask questions, share ideas, related developments and activities of their own etc etc. Share contemporary ideas in L&D and OD. Those that bring the best value. This idea was developed on our table to be a TripAdvisor style website that we could all jointly evaluate key tools used across the sector i.e. digital tools. This could easily be expanded to also review key I&t tools, ideas, OD interventions, policies etc etc.
11	Developing a more cohesive approach to supplier management across the sector.
12	some getting to know the sector resources for those who are joining from outside would be useful.
13	There was a lot of time for networking but I would have liked this to have been more structured
14	Impact of OD in Universities
15	for L&D / OD teams - how to engage and develop leadership skills for academics specifically
16	More focus on sharing what's happening in regions nationwide The posters were good but somewhat neglected.
17	Using digital methods of learning within staff development Action learning- methods in action Maybe a light hearted session around cartooning for developers
18	Maybe some experimental workshops??...providing an issue (something on trend) and giving participants an opportunity to collaborate and work with 'new' people on coming up with solutions. opportunity for collective & new ways of thinking and networking, creative...
19	N/A
20	I bow to the resident expertise, you've got it right so far!
21	Workshops on how to incorporate new learning technologies into day to day L&D work - not just what systems are out there but how people are using them.

Q38 Any additional comments about the conference

Answered: 23 Skipped: 29

#	Responses
1	A very full and thought provoking couple of days. Fantastically organised and executed. Thank you to everyone involved. See you in Birmingham next year.
2	Really enjoyed the two days. I would have liked more time spent when the exhibitors came round the tables to enable us to meet them all and gain more information from them
3	thank you for organising this, it was great and I really enjoyed the chance to attend and to meet other professionals!
4	The hotel was great. Staff excellent and food really delicious. Thank you for all your efforts in putting this on - it is a huge effort. Much appreciated.
5	I think the conference was well organised and the venue was ideally located for those who travelled some distance. The hotel was also of a good standard and the facilities worked well for the conference.
6	Very well organised and Wendy was very helpful.
7	Very well organised, and thoroughly enjoyable - well done
8	Very enjoyable and useful
9	it was a very useful opportunity to catch up with colleagues and was well run. Thank you.
10	Really enjoyed it. There's a great community spirit about the event which has been fostered well by SDF. This encourages helping each other across the sector. Long may this continue!
11	First one and found it very useful indeed Thank you
12	It would be good to see the finalists of the awards showcasing their work. More links to information and research that will be discussed at the event.
13	Given the focus on 70:20:10, what can be done to encourage us in thinking about the 70 and 20 outside of the conference?
14	The supplier speed dating worked well but could have been longer to enable all suppliers to get to all tables. An engaging and useful conference just the right level of informality. Thankyou
15	Excellent conference, best one yet.
16	I had to miss day 2 for work commitments, but day 1 was one of the best in the last decade, well done Emily and co!
17	The hotel was very central and all facilities (room, food etc) was great. On reflection I think if the conference was shorter it would be cheaper and more open to others (with restricted budgets) having to account for accommodation and travel expenses.
18	As always - it was the open, honest and trusting atmosphere that made this conference one worth attending. As a supplier I hugely valued the 'speed networking session' - it was fun too. There was never a sense of 'keep suppliers at a distance' = but always, we are all trying to solve these puzzles together.
19	A huge thank you to all concerned.
20	I'm sorry I wasn't able to attend more on Day 2, but I had an appointment back in London. It wasn't through lack of interest at all.
21	Thanks for a good conference - I appreciate how much work goes into organising such an event - all credit to Emily and colleagues.
22	A great atmosphere. Making time to network and talk with others was good - keep it going!
23	I really enjoyed the conference.