

Leeds Beckett University

with Sue O'Boyle,
Leadership & Learning Manager

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Learning & Organisational Development Adviser



February 2020

Open Workshops:

- Leading Self
- Leading Others
- Leading Strategically

Tailored Development

- SLT's
- Post Change

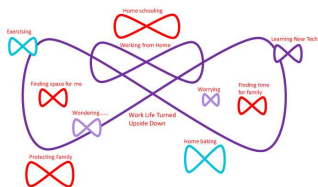
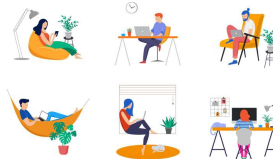
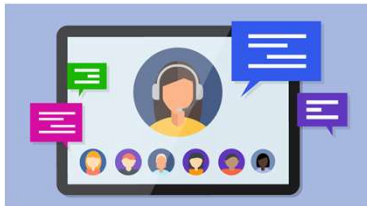
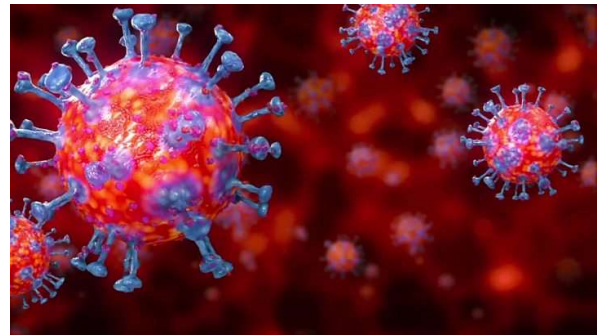
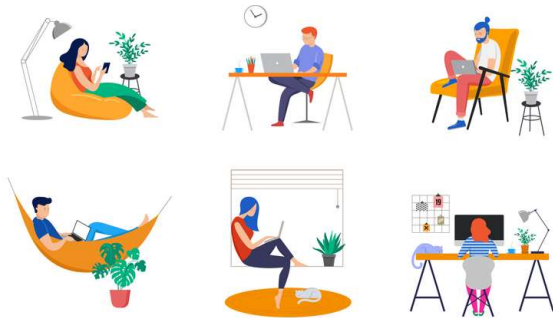
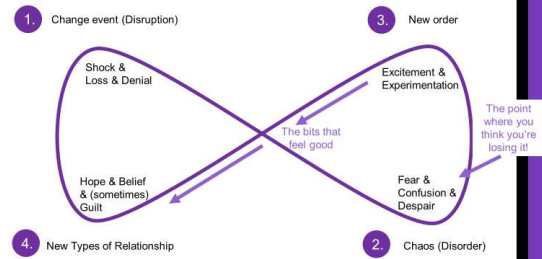
Coaching & Mentoring

Leaderships Programmes

- Future Leaders
- Leading Professional Services
- Aurora
- ILM Coaching
- SLMBA DA

Online Learning

Covid Detour



Challenges



Supplier Network

Asked “what do you think we need?”

We assessed our needs

Commissioned 20 Webinars to start post Easter Break



- Fair Allocation
- Interactive (12 people)
- Around 90 mins
- MS Teams or Skype



- Coaching through Change
- Engaging a Remote Workforce
- The Science and Art of Thriving in Turbulent times
- Introduction to Microsoft Teams
- Leadership and Management in Times of Change
- Personalising your work to boost performance and wellbeing & during disruption and change
- Managing your Self-talk
- Performance Matters
- Leading with Purpose
- Developing a Growth Mindset
- How to be personally effective when working remotely
- Staying Connected
- Invigorate your Virtual Collaboration
- Enhance your Influence and Impact
- Emotional Intelligence
- Microsoft Teams
- Beating Email Overload
- Managing Remote Teams (Half Day)
- Proven ways to motivate and develop your team members (Half Day)



To Date 5.6.20

Total number of webinars: **33**

Total number of delegates: **365**

Total number on waiting list: **49**

- Great Feedback
- Rebooking
- Filling Gaps
- Internal delivery

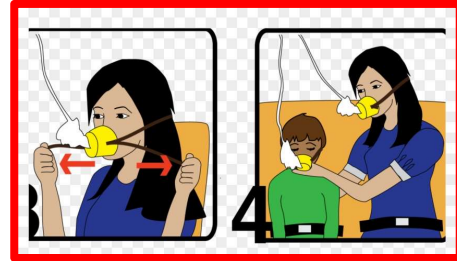
Now and Future

- Skills upgraded and feeling confident
- Designing and Delivering webinars (tailored)
- Development Week in September – “Moving from Survive to Thrive!”
- Website Resources -
 - Recordings
 - Online Learning
 - Podcasts
 - Links to key teams in University

Benefits

- Some sessions work better
- Attendance improved
- Our skill set improved
- Collaboration across University
- Cost effective

Health Warning!



Bailing out the
old “normal”

Scanning the
horizon for a port

Ingenuity to fix
the hole

Cindy Vallance
Advance HE

Why are we recording podcasts?

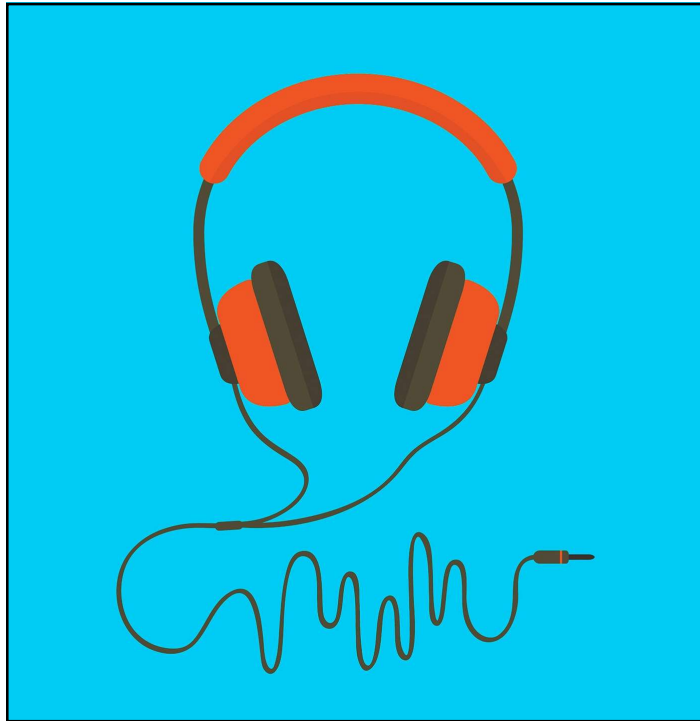


- Enhancing the visibility of the People and Organisational Development team
- Connecting with colleagues across Leeds Beckett University
- Promoting projects which will inform and engage a wide number of colleagues
- Sharing ideas and stimulating creativity



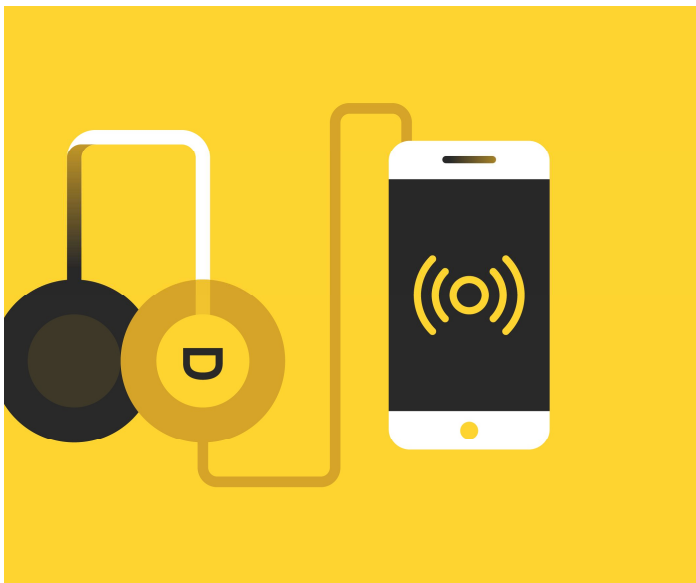
What are the parameters for our content?

1. "Stories" which will engage and inform a wide number of colleagues
2. A focus on Learning and Development, Wellbeing or Equality and Inclusion (or any combination of these!)



What have we learned so far?

- Set up a 3-way audio Skype call between the host, guest and technical genius
- Offer to share questions with the guest beforehand
- Test the sound quality before recording the whole podcast
- Use headphones while recording to reduce background noise
- Leave pauses for possible editing!
- Think of a variety of responses to the guest's responses
- Listen carefully to what the guest is saying to avoid asking unnecessary questions
- Try to keep the edited piece between 15 – 20 minutes



Which topics are on our “nice to have” list?

- Coaching offer
- Mentoring offer
- Adapting technology to meet user needs
- Welcoming a new colleague
- Writing a leadership blog
- Work of the various Equality and Inclusion fora
- Leading change
- Running an applicant day