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SDF – 9th June

People Development Team

2020: Key learnings so far...



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This session covers:

Will cover:

- How we are supporting colleagues at this time
- How we are using this situation as an opportunity to reinvent what we are doing
- How we are planning for the next 6-12 months





How we are supporting colleagues at this time



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How we are supporting colleagues:

- Collaborating with wider OD team including Wellbeing, E,D&I and policy/process teams to contribute to creating dynamic guidance, opportunities for social learning and supporting the HR function to consider our own CPD.
- Continuing what we can virtually – Executive Team Development, HOD coaching, and completing our Middle Management programme that was in progress.
- Currently prioritising how to help all managers have effective virtual annual reviews.





How we are using this situation as an opportunity to reinvent what we are doing



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Reinventing what we do:

- We launched our People Development Review in January, to ask colleagues what they wanted to support their professional development, following our University-wide Vision consultation.
- We have used this time to analyse outcomes from this to make some recommendations. We have had to ensure that our proposals are contextualised in current climate, but also flexible for future.
- Our main focus will be creating an open access and blended development offer that reaches both individuals and managers in terms of skills development.





How we are planning for the next 6-12 months

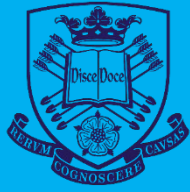


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Reinventing what we do:

- Designing, creating and staggering our Open access development offer agilely.
- Considering options for a focused early management development programme.
- Continuing to support our colleagues in OD create opportunities for positive learning experiences.
- Supporting colleagues in HR and across the University where there is need to upskill 'at risk' groups.





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Any Questions?

Thank you