

MSDP March 2019 Aston University Meeting notes (AM) (Wednesday 06 March 2019)

Universities present: Aston, Birmingham City, Birmingham, Keel, Oxford Brookes, Staffordshire, Warwick, Wolverhampton, Worcester and AdvanceHE.

Apologies received: Cranfield, Derby, Nottingham, Nottingham Trent, UEA

MSDP Updates: Ian Whiting: MSDP Chair

MSDP: [New Year message from MSDP 2019](#)

Action: Chair to check-in with those HEIs units experiencing staff turnover and re-engage with a friendly hello.

AdvanceHE Updates Judy Harris: Head of Membership

In-Partnership monthly newsletters

[Advance HE In Partnership update Feb 2019](#)

[Advance HE In Partnership update Jan 2019](#)

Some members are not having sight of the newsletter as it goes to designated key institutional contact: **Judy to action** that Wendy (SDF) receives a copy and shares this via the SDF network. Members asked if up and coming events could have a longer calendar lead-in time.

The AdvanceHE consultation survey

The consultation survey went out to 130,000 key contacts. 7000 completed the survey. Key messages were linked to putting institutions first, provision of national schemes, fostering networks and communities of practice.

Consultancy ½ days

The Consultancy days are still available up until July. **Judy** to inquire about whether this feature will be an offer next year.

Proposed AdvanceHE membership framework model (see below).

Judy shared a new prototype overview of the membership framework model (not yet costed, for commencement 1st August) for comment. Split between a core and pay as you go, model. Members provided constructive face validity testing which Judy will take back to amend the leaflet design.

Core	Core+	Core ++	Pay as you Go
1 Key service <ul style="list-style-type: none"> • HEA Accreditation • Race Equality Charter • Athena Swan 	2 Key services <ul style="list-style-type: none"> • HEA Accreditation • Race Equality Charter • Athena Swan 	All 3 Key services <ul style="list-style-type: none"> • HEA Accreditation • Race Equality Charter • Athena Swan 	Discounted access options <ul style="list-style-type: none"> • Programmes & Events • Consultancy and Enhancement services • Surveys • GTEA
Discounts <ul style="list-style-type: none"> • Fellowship fees 	Discounts <ul style="list-style-type: none"> • Fellowship fees • Teaching excellence awards 		

Round Robin of Gives and Gets

1/ The Skills Network

<https://www.theskillsnetwork.com/employers>

Aston has successfully used the complimentary* services of the Skills Network to deliver online training packages for specific groupings (so far involved in customer service and cleaning).

*Some funded adult education courses with nationally recognised qualifications (across a range of sectors) are offered at no cost to the organisation (Beth).

2/ How menopause friendly is your organisation (pdf attachment)

A useful referral guide is attached (Beth).

3/ Book review in the ILM Edge: Harvard Business Review Managers Handbook (pdf attachment)

A short review with a useful structure to adapt and create a management development programme (Ian).

4/ SkillBoosters University catalogue deal <https://skillboosters.com/>

Favourable feedback with regard to HEIs using Skillboosters online content. There is a specific deal for Universities £5K (+VAT) per annum for the complete catalogue content (Ian).

5/ The importance of creating a good narrative and the power of storytelling

- Judy signposted members to a recent AdvanceHE publication by Professor Carol Adams
- [Let's Talk Value, How Universities Create Value for Students, Staff and Society](#)
- Ian highlighted a recent publication [The HR Change Tool Kit by Lucy Adams \(2019\)](#) which referenced the exemplary power of storytelling by Sir Ken Robinson (TED Talk)
- [Do schools kill creativity? | Sir Ken Robinson](#)

6/ The Work Based and Placement Learning Association <http://www.asetonline.org/>

This came up in conversation. Established to advance the prevalence, effectiveness and quality of work based and placement learning in Higher Education.

7/ General acknowledgement course participants want certificates

A general consensus is that staff appreciate certificates. There is greater uptake and interest in courses which have accreditation linked to them.

8/ Using the AUA behaviours framework

[The AUA CPD Framework](#) is gaining traction (usually involves tailoring by institutions) Durham and Liverpool John Mores are held up as good examples of using the framework. However, the cost of [individuals becoming members](#) is seen as an inhibitor.

Top of mind in the MSDP region

1/ Ongoing restructuring of Units

Restructuring of units, some merging L&D and Academic development units whilst others demerging. More job descriptions moving to OD in their titles.

2/ Implementing new HR Systems (with issues arising)

There appear to be new HR systems being implemented across the region. Birmingham City (HR Capital Management System), Birmingham (NewCore), Warwick (Success Factors SAP). Derby (new system). Worcester presently in initial tender process. All implementations are raising a variety of different challenges including the difficulty of mapping processes, reporting, training managers, data recording and many more.

3/ Reinvigorating PDRs (Performance or Personal Development Review)

- Staffordshire is about to launch a new scheme promoting the essence of having good (and regular) conversations.
- Keel looking to simplify its PDR process.
- Oxford Brookes goes into its second year of simplified PDR documentation (just 2 pages) [See link](#) this has been well received by staff (reviewees and reviewers).

4/ Implementing apprenticeships within the region (using the levy)

There is gradual traction in members introducing a variety of apprenticeship schemes into their institutions. Focus on technical positions. A lot of preparatory work going on to harness the Academic Professional apprenticeship. www.instituteforapprenticeships.org/academic-professional/

5/ Succession and workforce planning

A number of members are looking at this, some in anticipation of their new HR Systems. Staffordshire piloting a derivative 9 Box Grid approach.

6/ Other initiatives

- Technicians commitment (bringing technicians together).
- Efficiency (lean) initiatives.
- Supporting researchers for REF2021 (Coaching programmes/ International Research Programme).
- Need to keep managers up with the latest HR processes (Aston).
- Managers first 100 days.

Meaningful PDPs for HR Joy Levesley (University of Wolverhampton)

Mapping HR Competencies against the CIPD interactive map and producing meaningful PDPs:

Joy Levesley (University of Wolverhampton)

This local initiative revolved around harnessing the [CIPD Profession map \(2013 Version\)](#)* to review the strengths and residual deficiencies with the 4 teams which make up the HR Directorate at Wolverhampton.

This involved

- 1/ simplifying the complexity of the profession map so that only relevant information to the HR teams was utilised.
- 2/ creating a review document (excel sheet) for each team which would collate and quantify strengths and residual deficiencies.
- 3/ holding team reviews where skills, knowledge, experience was mapped which then highlighted the strengths and residual deficiencies.
- 4/ This was then used to kick start team and individual development plans and a service improvement project.
- 5/ Key wins were reducing potential sources of single point failures within the team and enhancing team cohesion and interdependence, embarking upon the journey to reduce complexity.

*Now superseded by [New CIPD Profession map](#)

Afternoon: The metamorphosis workshop (from L&D to OD)

Members had a very engaging and thought-provoking session facilitated by Katherine Long of [Evolution OD](#). Feedback indicated that each member took something different away with them.