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**Notes from Meeting in Birmingham on 7th December 2016**

**Attendees:**

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| Ian Whiting - Oxford Brookes (Chair)  Pam. Thomas – Derby (Note taker)  Kate Crane – Birmingham (Host)  Nick Gallagher-Hughes - Harper Adams (AM Only)  Krishna Ruparelia - Birmingham City University | Jane Nicholson - Wolverhampton  Deborah Forbes - Northanpton  Sandy Sparks - Warwick  Judy Harris - LFHE |

The meeting welcomed Krishna Ruparelia from Birmingham City University and Judy Harris from the Leadership Foundation (see later notes).

**Apologies** were taken from:

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| Emma Holdham - Keele  Lynda Bryant & Janet Marshall - Cranfield  Carol Steed - Nottingham  Ann Hartley - Aston  Amanda Giles & Gurpreet - UEA | Siobhan O'Reilly - Loughborough  Ros. Pepper - Lincoln  Rie Lane - NTU  Gráinne Hearne - Coventry |

**MSDP Chair update:**

Ian circulated highlights from last meeting - March 2016 and from the July 2016 SIM UNI event.

* SIM UNI has been purchased by Worcester.
* A pilot sessionis taking place at Warwick in early 2017 - Sandy will feedback at next meeting.

**SDF update: - Nick Gallagher-Hughes**

A full update is posted on the MSDP webpages:- [SDF MSDP update December 2016](http://sdf.ac.uk/cms/wp-content/uploads/2016/07/SDF-MSDP-update-December-2016.pdf)

Please note the points below:

* SDF Awards are open to groups as well as individuals – MSDP members could submit a bid collaboratively
* 2017 conference - see separate agenda item
* SDF exec - secretary role is up for re-election in March 2017
* SDF has a new communications officer - Rossana Espinoza [coms@sdf.co.uk](mailto:coms@sdf.co.uk)
* SDF supportive of HEA accreditation for staff developers - route maybe affected by apprenticeship levy. Members should speak with their home institutions for

**LFHE update:- Judy Harris**

 A full update is posted on the MSDP webpages:- [LFHE MSDP Update November 2016](http://sdf.ac.uk/cms/wp-content/uploads/2016/07/LFHE-MSDP-Update-November-2016.pdf)

Please note the points below.

* The 'free day' has been relaunched and is now termed “membership development support” to reflect its purpose and to clarify that it is not totally free and not a day! Institutions need to commit to using their 2016 ‘membership development support’ before the end of April 2017
* Vijaya Nath is the new director of Leadership Development.
* Members are asked to promote 'futurist' event in Whitehall in Jan 2017 to VCs (who should have been invited directly but we are asked to mention this in our discussions)
* Changes to the LFHE Website - research can now be accessed by theme. The LFHE is moving towards a role as curators of research (rather than originators)
* Note item relating to the [Efficiency Exchange](http://www.efficiencyexchange.ac.uk/) - a useful resource and website
* Discussions are taking place regarding a possible merger LFHE/HEA/and equality and diversity 'unit'
* Regional conferences have been well supported this year. The next event is in Leeds on 28th April 2017
* Knowledge bank - useful for us and to source training materials LF pay for this for us as a benefit. If you haven’t accessed it recently please ‘take a look around’ (See e-mail from Ian circulated after the meeting)

Questions to Judy

Krishna -future leaders. Judy has supplied details of the initial work which can be reached via the link on the MSDP website.

Ian - highlighted the recent LF event in Cardiff - [video clips will be can be accessed via the link on the MSDP website](http://sdf.ac.uk/groups/midlands-region/msdp-announcements-discussions)

Pam - highlighted 'get abstract' (<https://www.getabstract.com/en/>) and asked Judy to explore the possibility of LF negotiating access to this resource along the same lines as Knowledge Bank

**Round Robin:- MSDP Members**

**Attendees from the SDF Conference shared their highlights.**

Presentations and handouts from the SDF conference can be found on the SDF website:

[SDF-conference-future-fit](http://sdf.ac.uk/1419/sdf-conference-future-fit)

**Highlight 1 - L&D and OD in HE** by Lorna Prince, OD at the University of Stirling.

Useful prompt session in considering the differences between L&D and Organisational Development (see the slides [Workshop 2](http://sdf.ac.uk/cms/wp-content/uploads/2016/11/sdf-conf-2016-2.pdf) if you are interested)

**Highlight 2 - The science of making learning stick**

Lorna also mentioned the following article

[The-Science-of-Making-Learning-Stick-AGES-Model.pdf](http://www.creativedgetraining.co.uk/wp-content/uploads/2015/07/The-Science-of-Making-Learning-Stick-AGES-Model.pdf)

Reassuring and useful from a training design perspective

Key insights being

* All too often the way we learn is based on flawed models built around one big event. Information and skills from events that only cover concepts one time have been shown to yield little long-term retention, even when quality and satisfaction ratings for the learning event are high
* Neuroscience suggests four principles that embed new learning so that it sticks. The four principles (mnemonic =) “AGES,” summarise the big drivers of memory systems in the brain during encoding:
  + there must be sufficient attention (A) on the new material
  + learners must generate (G) their own connections to knowledge that they already have
  + moderate levels of emotion (E) are necessary and
  + coming back to the information regularly—spacing (S)—works wonders.
* Three facts about the relationship between attention and learning that are central to optimising learning:
  + 1) Attention has limits of only about 20 minutes before needing a refresher;
  + 2) multitasking is the enemy of learning, and
  + 3) attention is especially susceptible to interference with materials of the same modality (e.g., reading language and hearing language).

**Highlight 3 -  Recognising the Value and Impact of Coaching in Higher Education: A Provocation**

[Parallel keynote 2](http://sdf.ac.uk/cms/wp-content/uploads/2016/09/parallel-keynote2.pdf)Dr Colleen Harding, Bournemouth University and Lisa Sofianos, RobinRyde Consulting

A key aim of this workshop was to provide a provocation for HE that relates to the value of coaching; how it measures its impact; and to what extent coaching has the potential to drive, or support, improvements in efficiency and effectiveness in HE.       They provided 6 useful provocation statements which were

* **Provocation #1:**The Coaching profession hasn’t done enough to de-mystify coaching
* **Provocation #2:** Insufficient attention is given to the ‘value chain’ associated with coaching, and as such the contributions to value arising from the coachee themselves, their line manager and the commissioners of coaching are largely ignored
* **Provocation #3:**The level at which evaluative work would be meaningful and useful is the level at which it would cost too much
* **Provocation #4:**The way we currently measure coaching is distorting its value, and adversely affecting its contribution
* **Provocation #5:** If we were to properly evaluate coaching we would discover that it didn’t offer value for money for the organisation
* **Provocation #6:** The truth is that no-one really cares about evaluating coaching impact

**Top of Mind –** Gives and gets from attendees

Judy Harris - Look out for a ROI ‘toolkit’ for leadership development which should be available from May 2017. This resource is the output from a HEFCE funded project.

Pam Thomas – Request from Bev. Millinchip:

Bev is looking at leadership development for our Deans and Heads of Department and asks the following questions of the group:

(1)    Have you used any great keynote speakers for senior leaders in recent years and are willing to share their details?

(2)    What development do you typically provide for Deans/Heads of Department including any LFHE programmes?  What might you recommend based on the feedback from attendees?

(3)    Do you have any job descriptions for the Dean/Academic Head of Department level which you are willing to share?

Bev can be contacted at [B.Millinchip@derby.ac.uk](mailto:B.Millinchip@derby.ac.uk)

Pam is currently previewing an on-line resilience training programme from the Management Advisory Service (MAS) <http://www.mas.org.uk/development-programmes/resilience-training.html> if group members are interested in finding our more about the MAS then please let Ian (Chair) know and we can arrange for them to attend a future meeting.

Along the same lines; Krishna has experience of resilience training in skincare industry.Deborah has experience of using Work Guru. 12 modules for self-directed learning - <https://www.workguru.org/>

Pam agreed to send details of the Ease the Load training offered by Positive People <http://www.positivepeople.biz/themes-and-markets/ease-the-load/> which has proved popular with both academic and professional support staff at Derby

Northampton are undergoing a complete transformation of their approach to working, learning and teaching which will have a significant impact on people. Ideas to help and support to Deborah please. [Deborah.Forbes@northampton.ac.uk](mailto:Deborah.Forbes@northampton.ac.uk)

Krishna has asked for help with the following:

1. Birmingham City University are currently looking at Continuous Improvement processes and systems that need to be established to make CI processes work. Currently we have initiated a medium (innovation sets) by which participants are coming together with ideas but bringing these ideas to fruition to make improvements to the university is currently proving a challenge. Krishna would value insight into what other universities are doing. Ian mentioned his work with Brookes’ Agility Task Group', an internal group dedicated to finding way to be more efficient and bid for internal funding.
2. How Academic staff are being developed? Not only from a technical perspective but also understanding what they need from a behavioural/soft skills perspective.

Krishna can be contacted at [Krishna.Ruparelia@bcu.ac.uk](mailto:Krishna.Ruparelia@bcu.ac.uk)

**Apprenticeship general discussion**

There was a discussion about the Apprenticeship Levy – equivalent to 0.5% of payroll for large organisations. Universities can claim some or all of this money back through providing training. The ‘fund’ is held by HMRC. Considerations discussed were

* the conversion of some roles into apprenticeship roles to enable Universities as employers to claim money for training and development.
* Roles can be at all levels not just ‘entry level’ posts.
* The creation of Graduate Teaching Assistants as a route into lecturing, registering new academics as apprentices whilst they complete the PGCertHE or equivalent and
* the provision of ILM supervisory training by Universities and for University staff was touched upon as were Apprenticeship degrees.
* Apprentice roles linked to succession planning would need to demonstrate a very clearly delineated career change. Similarly 'designate' roles’ would need to show a different skill set from the substantive role.

There is a university response group - lead by Staffs. Contact Nick for further details. [ngh@harper-adams.ac.uk](mailto:ngh@harper-adams.ac.uk)

**AOB**

HEA accreditation - Ian will follow this up with those who attended the SDF workshop.

If anyone has senior staff interested in forming a regional Action Learning Set please send names to Pam in the first instance.

Please refer to Ian’s MSDP New Year Message for details of the SDF Conference 2017 which takes place on **Wednesday 29 Nov & Thursday 30 November 2017 at the Hyatt Regency, Birmingham.**

As a group we had considered organising a coaching conference (1-day event) for the MSDP region, so in the spirit of working “smarter not harder” we propose that coaching be incorporated as one of the conference themes.

**Afternoon session**

**Olivier Mythodrama -** [**http://www.oliviermythodrama.com/**](http://www.oliviermythodrama.com/)

Thanks to Jonathan and Martin for an insightful and enjoyable afternoon session. The attached word document contains the outline for the *Inspirational Leadership* programme with details of what is covered on each format. Information on the other programmes can be found [here](http://www.oliviermythodrama.com/portfolioprogrammes.asp) on their website. If anyone would like to discuss the content with either Jonathan or Martin their contact details are: [jonathan@oma.uk.com](mailto:jonathan@oma.uk.com) and [martin@oma.uk.com](mailto:martin@oma.uk.com)

 Fee’s are not included in the information as these are worked out on an individual basis dependent on different factors – participant number, location, length of session etc.

Martin says they would be happy to look at offering “taster” sessions to experience their work first hand, this will usually take the format of a keynote session with a Q&A session.

The poem Jonathan read can be found here:  [Doodle At The Edge](http://www.oliviermythodrama.com/admin/uploads/Poem%20-%20Doodle%20at%20the%20Edge.pdf)