

MSDP Meeting: Wednesday 07 December 2022

Hosted by Kate Crane University of Birmingham.

Chaired by Ian Whiting Oxford Brookes.

In attendance: Birmingham, De Montfort, Derby, Harper Adams, Keele, Lincoln, Oxford Brookes, Staffordshire, Worcester, Advance HE.

Apologies received: Aston, Birmingham City, Cranfield, Leicester, Loughborough, Nottingham, Nottingham College, Nottingham Trent, Open, Wolverhampton.

MSDP updates Next year's 2023 meeting dates

- **Wednesday 01 March 2023: On Zoom (10:00 – 12:30)**
 - **Guest speaker:** Helen Walker, University of Huddersfield
Winner of Developing Excellent Practice Awards 2022.
Measuring the return on their investment.
- **Wednesday 05 July 2023 To be Confirmed (10:00 - 15:00)**
 - **Separate email to follow in the new year**
- **Wednesday 06 December 2023, University of Birmingham (10:00 - 15:00).**

AdvanceHE updates

- Slide notes from Lucy Madahar [Advance HE - MSDP - 7th December 2022](#)
- **of interest: Up and coming**
 - Looking to develop integrated approach for Athena Swan & Race Equality Charters
 - Global Leadership Framework, next phase in the new year [Register for updates](#)
 - Review of Professional Standards Framework (PSF) (NB drops the UK tag)
 - Enhancing through digital development will include some free of charge e-learning resources
- The final slide **Challenges for the HE Vice Chancellors** is worth a look.

SDF Updates

- **Festival of Learning** (circa 135 attended) (106 from HEIs)
- Members can access videos/materials from the festival [via this AdvanceHE Connect](#) (requires login)
- I was particularly drawn to the session by David Blackburn, from the FSC (outside the sector) on *Shaping the 'new possible' for management/leadership, smarter working and performance conversations for greater employee experience.*
- **Specific Interest groups (SIGS)** continue to garner interest
 - [Advancing Women's Leadership](#)
 - [Creating, Curating and Commissioning Online Learning SIG](#)
 - [Coaching SIG](#)
- **Unofficial SIG on Developing Internal Facilitation** led by Tracy Ellis, University of Liverpool
 - [SDF SIG Developing Internal Facilitation](#)
 - [SDF SIG Procurement Arrangements for Facilitators](#)

ODHE Updates

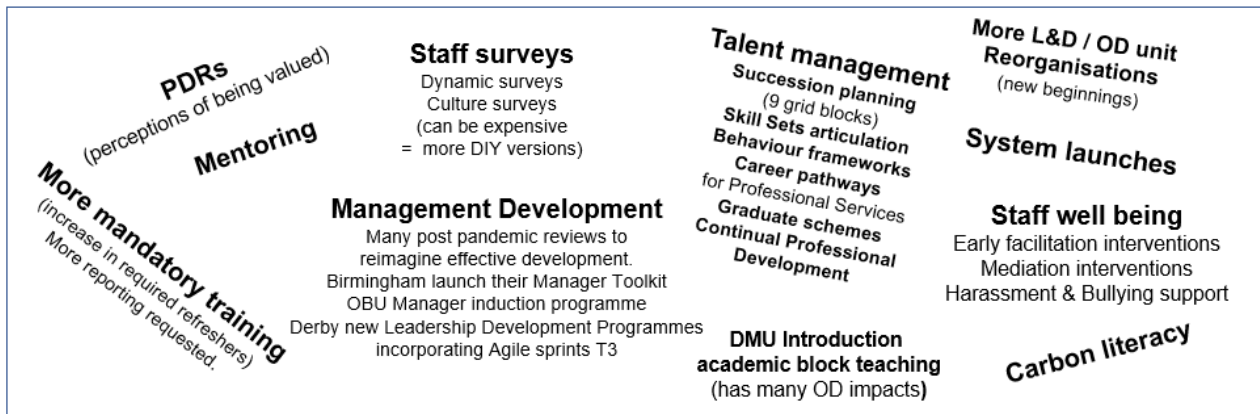
- [List of upcoming session dates](#)

Midlands UHR updates (Andy Allen)

Noted: challenge to attract talent has seen exponential increase in use of market supplements together with job title inflations.

MSDP what's top of mind: Emerging themes from round table conversation

The Chair noted a widening out of themes now emerging post pandemic



Developing Excellent Practice Awards 2022 University of Huddersfield

Developing our entire people manager population



[2-minute introduction video](#)

[23 minutes in-depth overview](#)

In preparation for our 01 March 2023 meeting

In 2017 Huddersfield embarked on a 5-year plan with a mission to create a body of Chartered (CMI) 'professional' people managers, who are strategically aware and know how they can inspire and engage the people they lead.

Ann Francke, Chief Executive of the CMI, stated *"Huddersfield is now the first HE institution – and indeed the first organisation in the world – that is managed and led entirely by Chartered Managers."*

As part of review panel, I was particularly interested in Huddersfield adaptation of Kirkpatrick evaluation model and impressed that one of the manager initiatives garnered University savings that equated to the investment of the whole programme.

We have invited Helen Walker, Leadership Development Manager as a guest speaker to our March meeting.

Better relationships = Better mental Health: Mind Body Consulting



MindBody Consulting

MINDBODY CONSULTING

Reducing the costs of poor mental health

Members were treated to a highly interactive and inspirational 90-minute session with Jonathan Pittam from [MindBody Consulting](#) where we explored some of the interpersonal aspects of mental health for managers, and how getting the interpersonal elements right can help to proactively reduce the impact of poor workplace mental health. Given the well-informed provenance of our members we had a thoroughly interesting debate about labels which coincidentally coincided with [BBC Radio 4 - All in the Mind, Can Mental Health Awareness have unintended consequences?](#)

Our next meeting (for your diaries)

Our next meeting Wednesday 01 March 2023 on Zoom
(09:30 informal catch up over coffee) 10 am start and finishing at 12:30

Chair Ian Whiting. (iwhiting@brookes.ac.uk)