

MSDP December 2019 University of Birmingham

Wednesday 04 December 2019



Meeting notes

Universities present:

Aston, Birmingham, Birmingham City, Derby, Harper-Adams, Oxford Brookes, Wolverhampton and Worcester.

Apologies received:

Cranfield, Keele, Lincoln, Nottingham and Warwick.

MSDP Updates: Ian Whiting: MSDP Chair

Welcoming new members to their first MSDP meeting

- Emma Higginson Smith, Senior People & Organisational Development Consultant from Birmingham.
- Dave Harrison, HR Business Partner from Derby
- Samantha Carless, Learning & Development Specialist from Wolverhampton

Saying goodbye

- Judy Harris retired from AdvanceHE at the end of October
- Sandy Sparks leaving Warwick at the end of the year.

Message from Sandy



After 20 years at Warwick & 10 years leading Researcher Development / Research Active Staff Development which I have loved, I am leaving the University at the end of the year to grow & develop my freelance/portfolio career from 1 January 2020. I have really enjoyed attending the meeting over the years as one of Warwick University's attendees. Sandy Sparks

We at the MSDP wish both Judy and Sandy all the very best as you turn to new chapters in your life.

(NB Both Kate Crane and myself have Sandy's contact details and will happily pass these on on-request).

Potential MSDP Regional event July 2020



Preparing for change

Concept: A regional MSDP event centred upon how we support change in our institutions.



Next steps: 1/ Seek a host institution,
2/ Apply for an SDF grant to fund the event and procure the **Change Game** from [BigPicture Learning](#) (to be a possible future resource for MSDP members).
3/ Collate a day of sessions centred on preparing staff for change.

Watch out for further correspondence and requests for support / participation in the new year.

SDF Updates



staff development
forum

Developing Excellent Practice



*Building bridges for
emerging futures*

Conference programme

The MSDP was well represented at this year's SDF Conference held in Gateshead.

Presentations from the conference can be found at

- [SDF Conference Newcastle Day 1](#)
- [SDF Conference Newcastle Day 2](#)

Next year the SDF Conference will be hosted by the South East Developers Forum in Canterbury. Dates are yet to be finalised.

Emma Colley (Keele University) is the latest community member to appear in [My SDF story](#)

AdvanceHE



AdvanceHE

Membership news

- Judy Harris has now retired
- Melvyn Smith has now taken on the relationship with some of Judy's Midlands Advance HE members. His contact details are Melvyn.Smith@advance-he.ac.uk Mobile 07701 369924.
- Helen Mussell is leaving in December
- If in doubt as to who is your AdvanceHE representative contact Nick Skeet Assistant Director Membership. His contact details are nick.skeet@advance-he.ac.uk Mobile 07825 008248.
- AdvanceHE now has over 200 member institutions (all UK HEIs are members).

AdvanceHE Connect



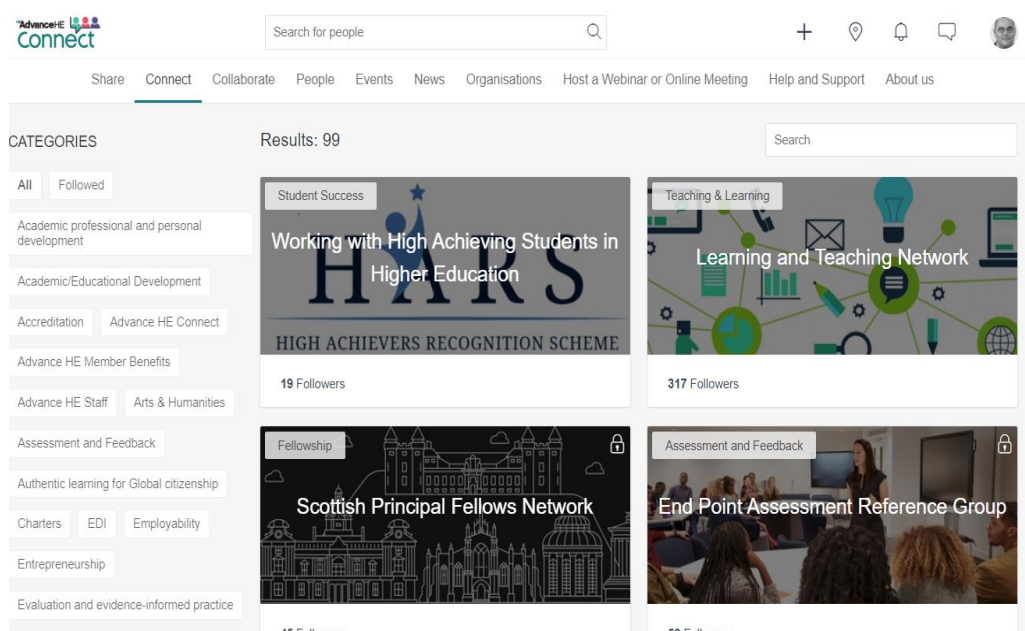
Join Advance HE Connect

The MSDP Chair provided an overview of AdvanceHE Connect.

Go to <https://connect.advance-he.ac.uk/>

Key points

- All AdvanceHE member institutions are eligible to register and sign in.
- The connect tab has a growing number of self-organised community groups.
- Members can make use of the free web and online meeting hosting facility (they have a licence to use zoom for virtual meetings).
- Since its launch in May, the site has 14,000 registered users.



Proposal: To set up an MSDP group, as a possible replacement to the MSDP JISC email list. To be mainly used for administration of meetings and events. Next steps review the logistics to make this happen.

ODHE Network



Link to [ODHE Network](#)

Organisational Development in Higher Education Network

Over 40 institutions are represented on the group. **The network is independent and a self-funded community.** It currently costs £800.00 per academic year to join the group which entitles you to attendance at [three residential events](#), usually in October, February and June (Pro-rata membership has been considered for those joining part way through a year. .

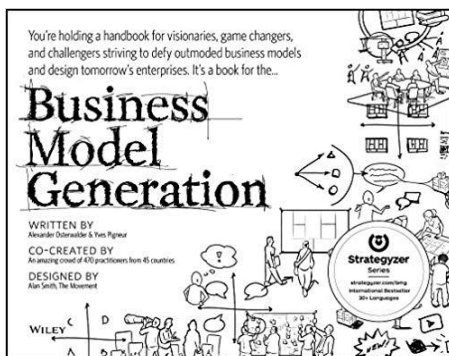
A couple of snippets from the last meeting held in Grantham October.

- Session on **Where has all the trust gone?** [Link to the CIPD Report](#)
- Session on **The future of work** presented by Deloitte
- 2 Deloitte reports link of Global Trends from ODHE Network:
 - [Human capital trends](#)
 - [Voice of the workforce in Europe](#)

Forthcoming ODHE residential meetings:

- 27 & 28 February 2020 - Radisson Blu, Glasgow
- 11 & 12 June 2020 - Stratford Manor, Stratford-on-Avon

The Business Canvas Model



Business Model Generation:

The book was co-created by 470 practitioners from 45 countries.

You can obtain free of charge all the materials to facilitate your own workshop by registering with <https://strategyzer.com/canvas> (creative commons attribution share-alike).

I had the canvas blown up to poster size.

They have a card deck of really good questions to stimulate debate which I posted around the canvas poster (allocated out as per the facilitator notes).

I also played a couple of video clips to help explain the concept. These can be found in the complementary preview section of their online course.

Additional video explanations

I was grateful to Dr Martin Henery's (Manchester) contribution of providing further video explanations

- Ep 1 - [Getting From Business Idea to Business Model](#)
- Ep 2 - [Visualizing Your Business Model](#)
- (Episode 2 provides a good overview explanation of the canvas model)
- Ep 3 - [Prototyping](#)
- Ep 4 - [Navigating Your Environment](#)
- Ep 5 - [Proving It](#)
- Ep 6 - [Telling Your Story](#)

A show and tell contribution at MSDP meeting provided by Ian Whiting (Oxford Brookes)

Further snippets of information shared by group members

1 Continuous Improvement



A Guide to Evidencing the Benefits of Change in Higher Education

Heather Lawrence and Dr Nicola J Cairns



[A Guide to Evidencing the Benefits of Change in Higher Education](#)

Heather Lawrence and Dr Nicola J Cairns

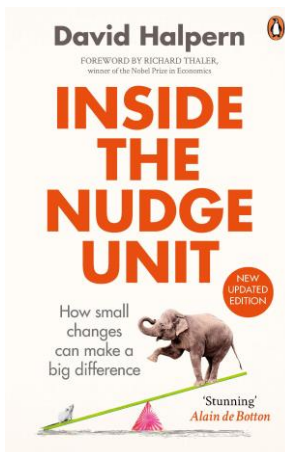
[A Guide to Evidencing the Benefits of Business Process Improvement in Higher Education](#)

Heather Lawrence and Dr Nicola J Cairns

Taken from a key note speech at SDF Conference [Establishing & Developing Continuous Improvement with Organisational Impact](#) by John Hogg Director of Continuous Improvement, University of Strathclyde

Contribution provided by Clare Chalmers (Birmingham City).

2 Nudge Theory



Nudge theory has been raised as an interesting topic of conversation spanning a number of meetings.

The Nudge Unit (Behavioural Insights Team, Cabinet Office) see https://en.wikipedia.org/wiki/Behavioural_Insights_Team

Have a look at the behaviour change public policy campaign links – they are fantastic and used a lot without us realising.

I think HRE can make a lot of behavioural economics. I have also used the Behaviour Change wheel and found it helpful: See the article on [Designing interventions to change eating behaviours](#)

Designing interventions to change eating behaviours

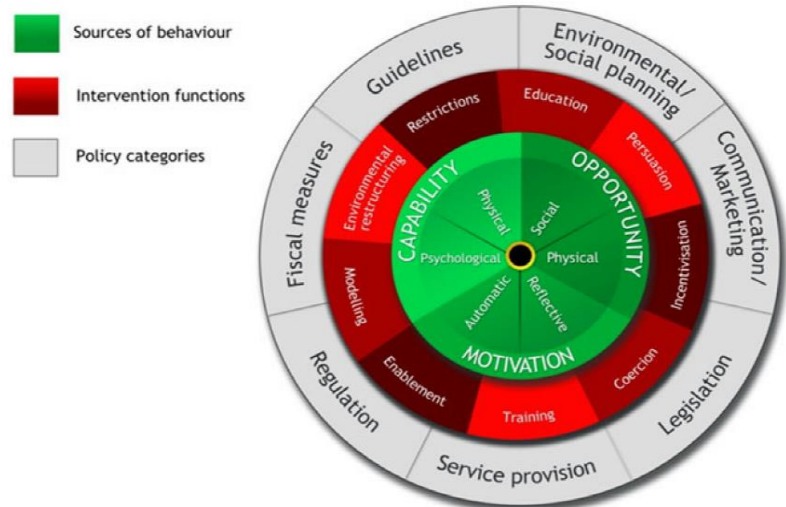


Fig. 2. (Colour online) The Behaviour Change Wheel⁽²⁾.

Contribution provided by Emma Higginson Smith (Birmingham).

3

Using the AUA Framework



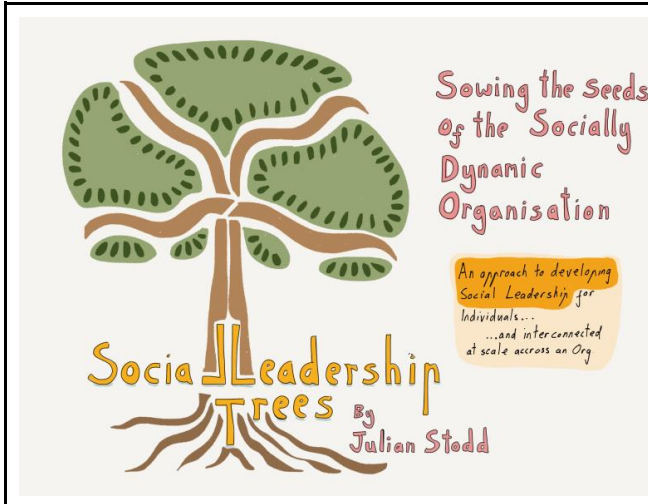
[Link to Using the AUA CPD Framework A practical guide to success](#)

The University of Worcester have been adapting the AUA behaviours framework to support team behaviours. [Here is a copy of their DRAFT excel sheet](#) used to encourage team discovery.

Contribution provided by Gill Slater (University of Worcester).

4

Julian Stodd



Julian Stodd is a learning blogger who was a keynote speaker at the recent SDF Conference.

He writes and works around [Social Leadership](#), the reputation-based authority that is granted to us by our own communities.

<https://julianstodd.wordpress.com/>

Contribution provided by Ian Whiting (Oxford Brookes)

5



Here at Derby we ran Developing your career

With objectives were listed as:

- How you can manage your working life to create the opportunities to perform at your best throughout your career.
- What motivates you and how your preferences will influence your choices and the opportunities open to you.
- How aligning your talent with University objectives will help you to maximise the contribution

you make.

- Your relevant strengths and how to develop these further.
- What hinders you from securing the career opportunities you desire

It was a full day workshop that required an online questionnaire/report to be completed prior to the course itself.

There was a separate charge for completing the report which was charged back to the college/department -approx £60.

The course was facilitated by Michael Moran, who owns a company called 10Eighty, the report was also one that had to be done through 10Eighty.

The website with details for Michael Moran can be found [here](#)

We then ran a version of the above course but with a different facilitator called Steve Short, but still utilised the 10Eighty reports, which had to be paid for.

We haven't run the programme for a couple of years but if any of the group had any additional questions on the course please just let me know. David Harrison University of Derby.

Contribution provided by [David Harrison](#) (Derby)

Afternoon session, thank you and next MSDP meeting



ABOUT

OUR HISTORY

The Barber Institute of Fine Arts is housed in one of Birmingham's finest Art Deco buildings, purpose built and opened by Queen Mary in 1939.

The Barbour Institute

Members were provided with a special tour of the [Barbour Institute of Fine Arts](#).

Thank you

We would like to extend our thanks to Kate Crane for hosting our meeting and to Liz Leech for all the logistical side of the meeting.

Next Meeting

Date: Wednesday 04 March 2020

Host: Aston University, Birmingham (Beth Lloyd)