

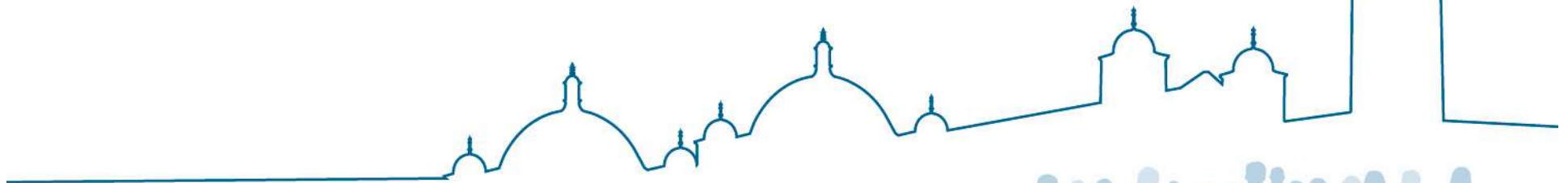
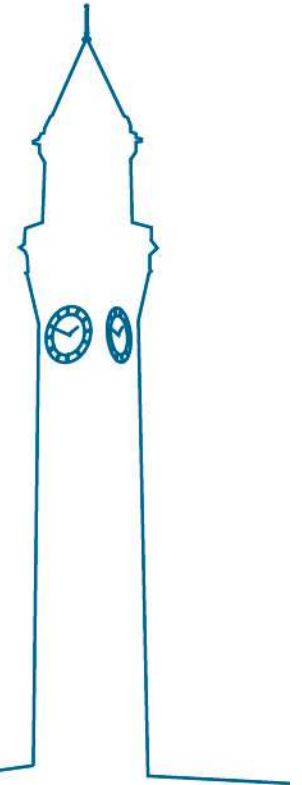


UNIVERSITY OF
BIRMINGHAM

PEOPLE AND
ORGANISATIONAL
DEVELOPMENT

Supporting Leaders & Managers through Covid

Emma Higginson-Smith/Kate
Crane



A PLACE TO FLOURISH



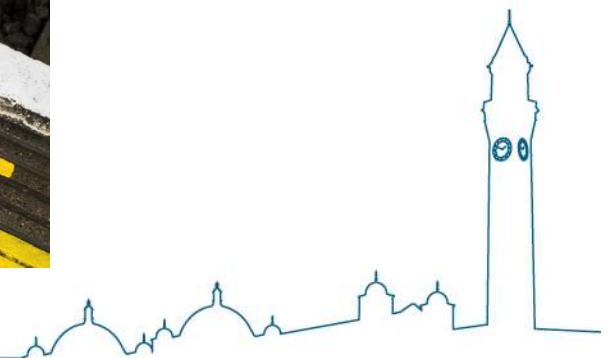
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All change please.....



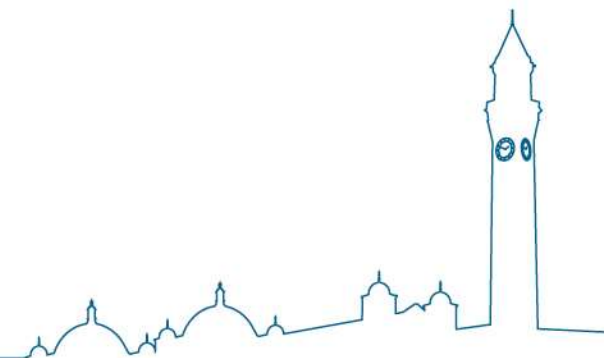
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What we have done

1. OD approach
2. Digitalisation, co-directed learning and responsiveness
3. College approach
4. Connectivity





OD Approach

- BAU in the new normal
- Aligning Institution, College and Individual
- Context considerations: Strategic Framework, HE challenges, workforce impacts, Furloughing, front line clinicians, VLS
- Not forgetting.....Staff Survey, Athena Swan, REF, Race Equality Charter, Concordat





How we responded

- Pace of decision-making and response
- Doing things differently
- Using our voice: seizing the day, leading the way (check-ins, webinars, horizon scanning, scenario planning....next is avoiding burnout)
- Responded to today's needs with eye on future goals and how we will look back





Continued to.....

- Deliver an **excellent service**
- Facilitate the **attraction** of outstanding people
- Support the **development** of people to be the best they can be
- Support the **engagement and wellbeing** of people
- Support the **retention** of outstanding people

University of Birmingham Intranet > Staff Intranet > Development



People and Organisational Development





POD – doing it differently

- BAU in a new normal
- Meeting the changing needs of staff, in line with the Institutional priorities and the external context, EDI, REF, Athena, Wellbeing, Functional leadership
- POD Webinars and Birmingham Professional Series
- New schedule 20/21 mid July – engaged
- Managing People Toolkit – coming October 2020





PODbites

Welcome Emma Higginson-Smith

University of Birmingham Intranet > Staff intranet > Development > Learning and Development Opportunities > PODbites > Icebergs and Pandemics

Icebergs and Pandemics

In this digital training Podbite, James Cull from the POD training team delivers a session that aims to enhance understanding of both our own and other people's reactions, whilst working through a pandemic. It's framed loosely around a useful model that has been adapted to help both colleagues and line managers become more conscious of their communication, emotional intelligence and understanding of each other's needs whilst remote working.



In 'PODbites'

- > Personality Preferences for Pandemicky Times
- > **Icebergs and Pandemics**
- > Home





Digitalisation, co-directed learning and responsiveness

- Rapid move to asynchronous and synchronous learning
- Focussed webinars BP/POD
- College interventions online (away days etc)
- Coaching flashes, zoom and skype coaching
- LinkedIn learning pathways
- Re-design, platforms and communities





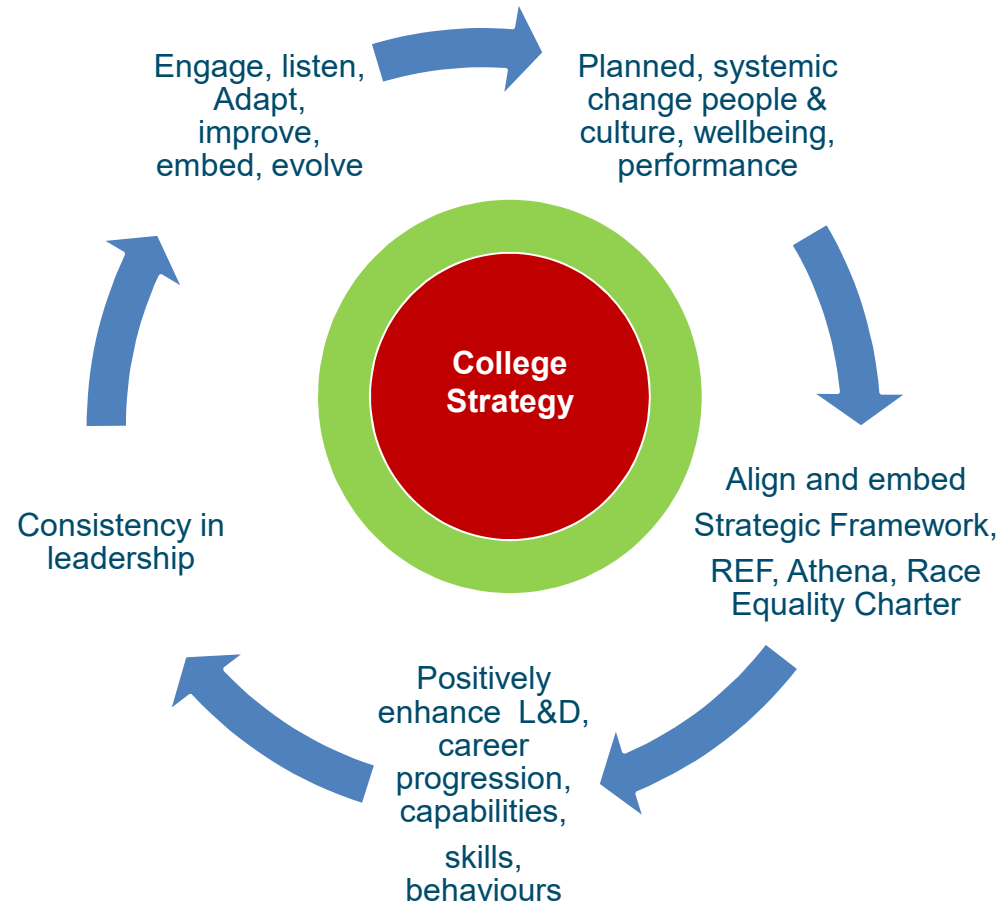
Co-directed learning: ALL

The screenshot shows a web browser window with the LinkedIn Learning interface. The page title is "My Learning" and it displays a navigation bar with options like "In Progress (5)", "Saved", "Collections", "From Your Organization (8)", "Learning History", and "Skills (4)". Under the "From Your Organization" tab, there are three recommended collections:

- Remote Working Support for UoB Staff**: Added by University of Birmingham. Description: "A range of guidance on working remotely including how to manage your time effectively, leading a remote team and using Skype for Business or Zoom for ...". It contains 19 items.
- Careers Network - Plan Your Career**: Added by University of Birmingham. Description: "If you are starting to take steps to plan your career, this section will help you work towards that. You probably know what you want to do and you're ...". It contains 6 items.
- A third collection is partially visible at the bottom of the list.

The Windows taskbar at the bottom shows the search bar, various application icons (Chrome, Edge, Word, PowerPoint, Teams, OneDrive, Outlook, Spotify), and system tray information including the date (23/06/2020) and time (17:58).







Why? IMPACT



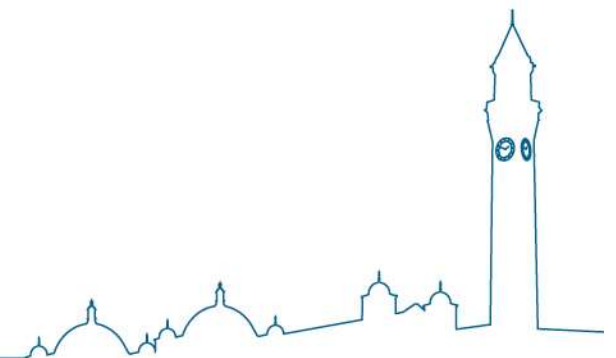
- Cohesive, consistent, empowered College
- Progressive and sustainable
- Embedded in College Strategies and in how VC Reviews are addressed





Responding to today's needs

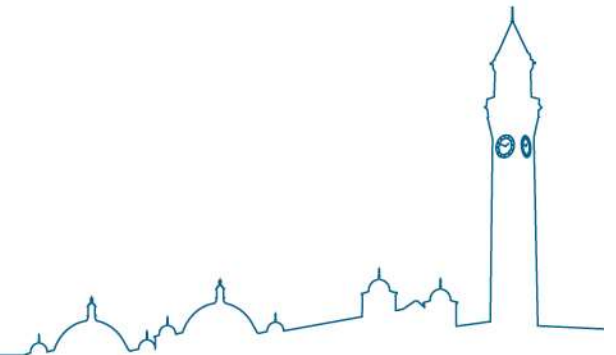
1. College Assembly
2. Wellbeing focus groups (plus inbox)
3. Bespoke MDS webinars:
 1. Wellbeing in the workplace
 2. Coaching through Covid
4. Birmingham Professional Series x 6 on managing ambiguity, resilience for teams and managers – August
5. POD institution-wide webinars





UoB wide webinars - POD

- [Having Effective one to ones](#) - Wednesday 15th July 2020 - 10:00am to 11:30am
- [Motivating your team](#) - Tuesday 21st July 2020 - 11:00am to 12:00pm
- [Resilience](#) - Thursday 23rd July 2020 - 10:30am to 12:00pm
- [Resilience for people managers](#) - Monday 27th July 2020 - 3:00pm to 4:00pm
- [Mindfulness](#) - Tuesday 28th July 2020 - 10:30am to 11:30am
- [Coaching skills for managers](#) - Thursday 30th July 2020 - 10:00am to 11:30am
- [Building an inclusive team culture](#) - Wednesday 5th August 2020 - 10:00am to 11:30am
- [Having Effective one to ones](#) - Thursday 6th August 2020 - 2:00pm to 3:30pm
- [Taking charge of your personal development](#) - Friday 7th August 2020 - 11:00am to 12:00pm
- [Motivating your team](#) - Wednesday 12th August 2020 - 3:00pm to 4:00pm
- [Mindfulness](#) - Thursday 13th August 2020 - 10:30am to 11:30am





Connectivity

- ❑ @PODHR
- ❑ FaceBook
- ❑ Staff Networks
- ❑ Internal Comms daily
- ❑ Check ins
- ❑ Coaching

PODHR

Top Latest People Photos Videos

Sarah Chung @SarahCh75639764 · 5 Dec 2019
 Replying to @ErenBilgen and @PODHR
 Congratulations Eren 🥳🥳

Birmingham Health Partners @BHPComms · 7h
 #WorldWellbeingWeek reminds us to check in with ourselves, reset, and be kind to ourselves. Here's a fantastic guide by @ZJayres - for more advice on how to maintain good #mentalhealth and wellbeing during COVID-19, visit our hub - birminghamhealthpartners.co.uk/mental-health-...

HOW TO BE KIND TO YOURSELF
 A GUIDE FOR COVID-19 TIMES

When we say "Be kind to yourself", what does that even mean? This poster discusses some tips for self-care during this difficult time.

Create a schedule
 By planning your days you can concentrate on the things you can control. The important thing here is to give yourself a degree of accountability (figure out what is essential for you), yet be forgiving if you do not achieve everything you aim for.

Connect
 Make sure to stay connected with both your family and friends as well as your work colleagues. Not sure who to talk to? There is a great online community. Also, if you are feeling anxious about the news, schedule in limited time to 'connect' with the world to avoid over-exposure.

Let go of the guilt
 Our ability to work at the same capacity as before the pandemic is (for the most part) gone. Try not to compare yourself to pre-pandemic you. If you are not as efficient as before, people will understand.

Seek help
 It is okay to not be okay right now. Your feelings are valid. Many people are thinking that other people "have it worse" or "there are other bigger problems right now". This is not true. You deserve help too. Seek help from medical professionals, support groups, and/or the online community.

What's happen
 COVID-19 · 5 hours ago
Boris Johnson anno of lockdown restrict England from July 4





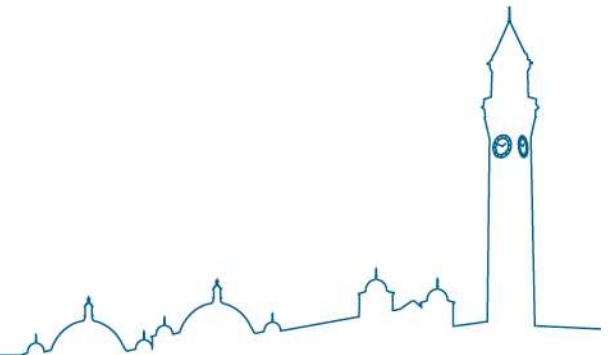
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The next horizon.....

- Pace setting
- Avoiding burnout
- Triaging challenges

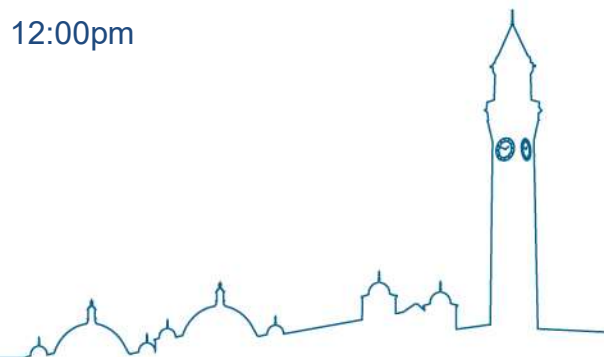
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UoB wide webinars - POD

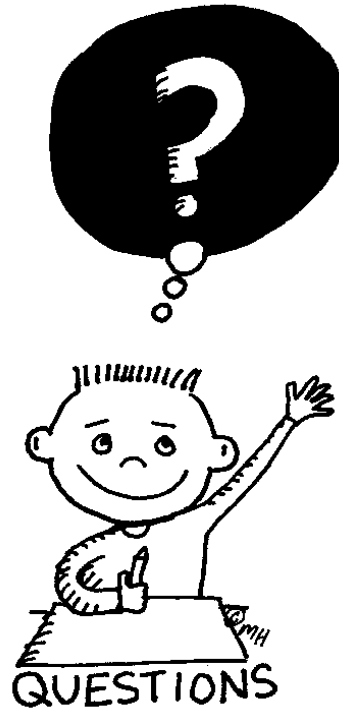
- [Taking charge of your personal development](#) - Friday 14th August 2020 - 11:00am to 12:00pm
- [Resilience for people managers](#) - Tuesday 18th August 2020 - 10:30am to 11:30am
- [Resilience](#) - Tuesday 25th August 2020 - 10:30am to 12:00pm
- [Building an inclusive team culture](#) - Friday 28th August 2020 - 10:00am to 11:30am
- [Coaching skills for managers](#) - Weds 2nd September 2020 - 10:30am to 12:00pm
- [Having Effective one to ones](#) - Thursday 3rd September 2020 - 11:00am to 12:30pm
- [Motivating your team](#) - Friday 11th September 2020 - 10:00am to 11:00am
- [Building an inclusive team culture](#) - Weds 16th September 2020 - 10:30am to 12:00pm
- [Taking charge of your personal development](#) - Thursday 17th September 2020 - 2:00pm to 3:00pm
- [Resilience](#) - Tuesday 22nd September 2020 - 11:00am to 12:30pm
- [Resilience for people managers](#) - Wednesday 23rd September 2020 - 11:00am to 12:00pm
- [Mindfulness](#) - Wednesday 30th September 2020 - 11:00am to 12:00pm





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