

Aston University - Our Commitment to You

Our Commitment To You (OCTY) is a University wide initiative that provides standards of service for everyone we interact with. Aston's Strategy defines our commitment to being a beneficiary led university where we are focused on driving a valuable experience. The Commitment works alongside other ways we can improve service delivery like policy and process reviews and digital innovation so is not a stand alone approach but integrated across core programmes of transformation.

University of Huddersfield - Developing our entire people manager population

The University of Huddersfield is a wonderful and welcoming place to study, work and learn. We are not afraid to try new ways of doing things, and one such idea has enabled us to create a body of Chartered 'professional' people managers, who are strategically aware and know how they can inspire and engage the people they lead. This initiative was part of a 5-year plan and since 2017, more than 380 of our people managers have undertaken our in-house accredited Strategic Leadership Programmes and 150 have undertaken First Line Management Programmes, as well as achieving Chartered Manager status through the Chartered Management Institute (CMI).

University of Nottingham - The Herschel Programme for Women in Technical Leadership

The national Herschel Programme for Women in Technical Leadership was piloted in 2022.

There were two aims for the Herschel Programme:

- 1) to create an innovative, evidence based and research informed programme to support women in technical leadership across UK HE and research, and
- 2) to create a strong, vibrant national network of current and aspiring women technical leaders.

Imperial College London - Black, Asian and Minority Ethnic (BAME) mental health: How to support people from BAME communities

These workshops aimed to raise awareness of how the impact of racism, mental health stigma and inequalities contribute to the poor mental health of BAME communities. It was to highlight some of the BAME mental health statistics which has increased over the years including the suicide rate of Black teens; the barriers to accessing services and mental health support. The workshops would also help people to feel more confident starting mental health conversations, have an awareness of treatments available and where to signpost for support.

Kings College London - Learning Pathways

Our learning pathway is inter-weaved with learning "hubs" which provide dedicated support driven by organisational strategy, stakeholder consultation and operational need. Additionally, the golden thread which underpins all this together is an organisational values framework called Our Principles in Action. Specifically, our learning and development programmes are hosted within five main online hubs.

Developing Excellent Practice

University of Bristol - Introduction of 'Develop' - our new Learning Management System

A new Learning Management System, Develop, was launched to all staff in 2021. Develop was introduced to coordinate staff learning and development content and activities, including Essential Training and annual Development Reviews, in one intuitive and engaging platform. Develop enables the University to deliver blended programmes, interactive online courses, just-in-time content and personalised, flexible learning to staff in any role.

University of Portsmouth - iLead: Inclusive Leadership Exploration and Discovery at UoP

Staff feedback raised some important issues around empowerment, trust and accountability, along with the need for more leadership and management development, to help staff become more effective in their roles. Alongside this, Covid-19 has created a situation where the importance of empathetic and compassionate leadership has never been more important. We proposed a multi-level system (4 layers) of leadership and management development, to underpin delivery of the University's Strategy. A hybrid leadership development approach will involve a combination of face-to-face, on-the-job and digital learning approaches. This would combine successful elements of the current provision with new design inputs.

University of Bedfordshire - Managers' toolkit

The Bedfordshire Managers' toolkit is a university-wide management and leadership programme, developed as part of the broader Leadership Development strategy to address the long-standing underinvestment in management and leadership development, both financially, and in terms of planning and infrastructure. Our People Development team of three (that is only slightly older than the Toolkit – just over one year old), has been working tirelessly on the Toolkit, from research to engineering to delivery and capturing feedback, to give our managers what they need and to create the best environment for learning and building a shared learning culture.