

## SDF Member of the Year - Tracy Ellis

Please tell us your name

Kate Rowland

Rachel Parkes

Please tell us your job title

Talent Management Lead

Head of Project and Programme Management

Please tell us your institution

Manchester Metropolitan University

University of Liverpool

Who is the person you would like to nominate?

Tracy Ellis

What is their job title?

Organisational Development

What is the institution of the person you would like to nominate?

University of Liverpool

What are three words you would choose to describe the person you would like to nominate?

Collaborative, creative, committed

Tenacious; change leader; compassionate

## SDF Member of the Year - Tracy Ellis

Please explain what made you submit this nomination, and give us examples to illustrate how your nominee has met the award criteria. Word count 300-500 words.

When I heard about this award, Tracy (Ellis) immediately came to mind for me as someone who would be really deserving of this.

Tracy is at the heart of creating an active and meaningful staff development network for the North-West. She facilitates meetings where all voices are heard, carefully encouraging different voices around the room and broader inclusion at meetings and interest groups. Beyond meetings, she does wide follow-ups encouraging greater engagement. New members are warmly welcomed, Tracy is careful not to go to the same voices each time but to let everyone input and where expertise is highlighted, she is quick to join the dots and encourage practice sharing.

Tracy uses a wide range of different facilitation techniques to gather ideas and encourage a culture of testing out, including through the use of new technology. She shares challenges within her own university and different ways she is approaching this (e.g. her development coaches project) for critical review and shares thoughtful reflections on other people's projects in both the NW general meetings and coaching meetings.

Tracy has led the establishment of a brand new Development Coaches programme as a joint initiative with Strategic Change in a drive to provide guidance and support to professional services colleagues who are looking to progress within their career.

The programme offers professional coaching to staff, through a cascade of coaching skills, helping to signpost coachees to other development opportunities and make action plans to work towards their goals.

The programme has built crucial capacity to support PS staff and helped fill a gap where resources are limited. Tracy is passionate about championing a coaching culture and drives forward positive change with a relentless desire to help people thrive, also leading on the roll out of ILM coaching programmes and leading HE Networks for coaches.

Despite limited resources and some initial resistance to change, Tracy was able to establish the programme, build the toolkit and support bank and successfully recruit 20 trainee coaches to the first cohort with an impressive wait list for next year. The programme has been a resounding success and it is all down to Tracy.

I'd love to see Tracy getting some recognition for all her great work!