

UNIVERSITY STAFF DEVELOPMENT PRIORITIES 2012/13

The sector as a whole will experience great change and challenges in 2012/13. Staff development priorities have been identified to support the university in being able to rise to these challenges and ensure that all staff receive appropriate staff development.

The University staff development priorities for 2012/13 are:

Student experience and satisfaction

The focus of this priority is to first of all understand what student experience and satisfaction means to different teams and in different areas, and to organise appropriate staff development to support improvements. The staff development interventions will therefore look different between faculties, however as a guiding principle, student experience and satisfaction related staff development activities should be organised on a cross team and staff group basis to ensure a co-ordinated and shared approach is taken.

A University Services Task Group has been established and staff development needs identified in relation to improving the student experience through the provision of services will be taken forward by ODTD and other central training providers.

Transformation

The challenges facing the university require a cultural shift as well as changes to structures and organisation of work. Managers will need to ensure that their teams understand the behaviours and attitudes required in the future and support them to achieve.

ODTD will provide training on Transforming for a New Future to all managers as part of the management essentials suite of courses. A parallel course for individual members of staff is offered and managers are asked to ensure that this course is offered to those who might require support in dealing with changes or in developing the required attitudes and behaviour.

The newly created MMU Change Academy will provide support and resources to those involved in or looking to transform and improve areas of responsibility.

Digital literacy

A priority for 2012/13 is to ensure that academic staff have the necessary baseline technology skills in relation to IT. The digital literacy strategy sets out the approach that will be taken to ensuring that all staff have the necessary digital literacy capabilities. The first priority group is academic staff. A baseline standard for digital literacy for academic staff has been developed and staff development, which will take a number of forms will be provided to support the standard.

Leadership and Management

Effective leadership and management is of critical importance to ensuring increased efficiency and effectiveness. Supporting the development of leadership and management capability therefore remains a staff development priority. The focus for 2012/13 will be on developing leadership capability to support high levels of performance and engagement. It is recognised that academic staff have particular needs in relation to leadership and management and the first cohort of the new Academic Leadership programme will start in the Spring term 2012.

New discipline and capability procedures have been introduced which give new responsibilities to a wider group of managers. The management essentials courses will be revised and the training will in future be delivered as a series of separate modules dealing with the different aspects of the procedures: dealing with matters informally, investigating issues and conducting hearings.

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