




**PROGRAMME IN DETAIL -  
Wednesday 4 November 2009**

<b>Registration desk open (left-luggage available – official check-in is not available until 16.00).</b>	
12.30-14.00 <u>Restaurant</u>	BUFFET LUNCH in the Restaurant
12.30- 13.00 <u>Restaurant</u>	<b>Newcomers session</b> - Led by Becky Robson, Teesside University and Sally Bernham, University of Northampton. An informal opportunity during lunch for you to get to know others, establish networks and discuss your role and the role of staff development in general.
14.00 <b>Plenary</b> <u>Bardd Suite</u>	<b>Conference opens</b> <b>Dr Lesly Huxley</b> , Leadership Foundation for Higher Education and University of Bristol, and Conference Programme Chair
14.15 <b>Plenary</b> <u>Bardd Suite</u>	<b>World café: over to you!</b> Staff Development Forum (SDF) regional groups host tables on 'what's exciting our region now': the 'rule of two feet' applies – this is your chance to meet people from regional groups other than your own, contribute to discussions on topics of interest, and connect with like-minded people.
15.00 <b>KEYNOTE 1</b> <u>Bardd Suite</u>	<b>Higher education futures, current contexts</b> Rhodri Morgan, First Minister of Wales: setting the scene for higher education's next 3-5 years <b>Chair: Dr Heather Graham, Associate Director, Wales, Leadership Foundation</b>
15.30 <b>Plenary</b> <u>Bardd Suite</u>	<b>Staff Development Forum update</b> Professor Sue Law, Matt Levi and SDF Council colleagues provide an overview of SDF achievements since SDC08, and plans for the future <b>Chair: Professor Sue Law, Chair of the Staff Development Forum</b>
16.00 <u>Bardd Ante Suite</u>	<b>Refreshment break</b> , check-in and informal networking
16.45 <b>Plenary</b> <u>Bardd Suite</u>	<b>Positive partnership panel</b> How can professional groups work together to make a positive difference in higher education? <b>Panellists:</b> Maureen Skinner (Association of University Administrators) Juliet Amos, Director of HR, University of Teesside (Universities Human Resources) Simeon Underwood, London School of Economics (Academic Registrars' Council). <b>Chair: Clive Betts, University of Exeter and Staff Development Forum</b>
17.30 <b>Plenary</b> <u>Bardd Suite</u>	<b>In the pink</b> A capella group from the University of Oxford Round off the first day with a song.
18.00	<b>DAY 1 CLOSSES</b> FREE TIME / optional evening activities / networking 'lounge'
19.00 <u>Bardd Ante Suite</u>	<b>Join the GoodPractice team for a reception</b> , take the opportunity to network and participate in informal pre-dinner discussion groups on a range of development issues.  <b>GoodPractice</b> for leaders and managers And why not carry on the discussion with colleagues over dinner!
19.30-21.30	DINNER available until 21.30 in the <u>Restaurant</u>

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09.30 <b>Plenary</b> <u>Bardd Suite</u>	<b>DAY 2 OPENS</b> <b>Dr Lesly Huxley, Conference Programme Chair</b>
09.35 <b>Plenary</b> <u>Bardd Suite</u>	<b>What makes an effective organisational development practitioner?</b> Professor José Chambers, Assistant Vice-Chancellor, University of Winchester and Chair, OD in higher education group, leads discussion on findings from a project exploring the key attributes and experience of OD practitioners in higher education. <b>Chair: Dr Lesly Huxley, Leadership Foundation</b>
10.15	<b>Refreshment break</b>
10.45 <u>Break-out Rooms</u>	<b>Parallel workshops: Session 1</b> 1. Strength-based approaches to organisational and individual development Eszter Molnar Mills, University of London <b>(Richard De Clare Room, Mezzanine Level)</b> 2. Changing the culture of research group management: developing researchers' self-awareness using personality type theory (MBTI) Dr Alison Leggett, University of Bristol and Kate Tapper, Bud Development <b>(Robert Hughes Room, Mezzanine Level)</b> 3. Aligning academic staff and institution strategy: interim findings from a doctoral study Colleen Harding, University of Bournemouth <b>(Trevethick Room, Mezzanine Level)</b> 4. The Shamanic Staff Developer - an exploration of who we are and what we do for others Clive Betts, University of Exeter <b>(Henry Morgan Room, Mezzanine Level)</b> 5. Raising the bar - the role of the staff development community in helping to skill the technical workforce and actions following the 2009 HEaTED survey Matt Levi, HEaTED <b>(Aberdare Room, Mezzanine Level)</b> 6. Insights from the 'Higher Education Careers Barometer' study carried out by the Leadership Foundation and i-graduate William Archer of i-graduate <b>(Bardd Suite, Ground Floor)</b>
11.45-12.00	<b>Move between workshops/comfort break</b>

**Thursday 5 November 2009 (continued)**

<p>12.00 <u>Break-out Rooms</u></p>	<p><b>Parallel workshops: Session 2</b></p> <p>7. Making a difference? How DO you know? Jenny Wilkinson, Principal, SEASONS Consultancy and John Doidge, Principal Associate, SEASONS, and Leadership Foundation Associate <b>(Robert Hughes Room, Mezzanine Level)</b></p> <p>8. The stories staff developers tell: writing the 'parallel charts' of staff developers' experience Jonathan Wyatt, Hannah Bochschen and Clare Wakeham, University of Oxford <b>(Aberdare Room, Mezzanine Level)</b></p> <p>9. Organisational health: a practical introduction to understanding whole systems Paul Lambert, Tricordant Limited and Simon Thane, Director, Tricordant Limited <b>(Henry Morgan Room, Mezzanine Level)</b></p> <p>10. Creating success through wellbeing in higher education Kim Shutler-Jones, University of Leeds <b>(Trevethick Room, Mezzanine Level)</b></p> <p>11. Creating tomorrow's leaders – an approach to talent management at Imperial College Judy Barnett, Imperial College London <b>(Bardd Suite, Ground Floor)</b></p> <p>12. Herding cats for a living: understanding academic motivation Paul Blackmore, Kings College London <b>(Richard De Clare Room, Mezzanine Level)</b></p>
<p>13.00</p>	<p><b>LUNCH</b> served in the <u>Restaurant</u></p>
<p>14.00 <b>KEYNOTE 2</b> <u>Bardd Suite</u></p>	<p><b>Evidence-based learning and development: the real purpose of evaluation and ROI</b> Paul Kearns, Director of learning and development consultancy PWL <b>Chair: Colleen Harding, Bournemouth University</b></p>
<p>14.45 <b>Plenary</b> <u>Bardd Suite</u></p>	<p>HEaTED update – Matt Levi Higher Education Careers Barometer update – Will Archer, i-graduate <b>Chair: Professor Bob Thackwray, Leadership Foundation</b></p>
<p>15.15 <u>Bardd Suite and Ante Suite</u></p>	<p><b>MARKETPLACE (for full details see overleaf)</b> Talk to regional group representatives, explore sponsors' stands, view posters (including shortlisted candidates for the awards) and talk with their presenters, share your own materials, engage in self-organised special interest groups a coaching circle – or simply take some time out in Cardiff.</p> <div data-bbox="1110 1373 1490 1549" style="border: 1px dashed black; padding: 5px;"> <p><b>Marketplace lead sponsor:</b> <a href="http://www.marshallacm.co.uk">www.marshallacm.co.uk</a></p>  </div>
<p>17.30</p>	<p><b>DAY 2 CLOSES: FREE TIME / Informal networking / optional activities</b></p>
<p>19.30</p>	<p>Reception sponsored by: <b>TMS Development International</b></p> 
<p>20.00 <u>Bardd Suite</u></p>	<p>Conference dinner, with entertainment, followed by DJ and dancing Winner announcement and presentation of the <b>GoodPractice.net Impact Award</b> <b>Chair: Ewart Wooldridge CBE</b> Chief Executive, Leadership Foundation for Higher Education</p> 

**MARKETPLACE IN DETAIL –  
Thursday 5 November 2009 (continued)**

15.15

Bardd Suite and  
Bardd Ante  
Suite

**MARKETPLACE ~ your opportunity to:**

- Talk with your Staff Development Forum regional group representatives
- Find out about sponsors' and exhibitors' offerings
- Explore individual posters and talk with their presenters (see list below)
- Engage in self-organised special interest groups
- Participate in the pre-bookable coaching circle
- Continue informal networking

**SPONSORS and EXHIBITORS**

**Lead sponsor for the Marketplace is  
David Marshall, Chief Executive, Marshall ACM**  
[www.marshallacm.co.uk](http://www.marshallacm.co.uk)

MarshallACM

**Other sponsors and exhibitors:**

- Association of University Administrators (AUA)
- GoodPractice.net
- Joint Information Systems Committee (JISC)
- Leadership Foundation for Higher Education
- Staff Development Forum (SDF)
- TMS Development International

**POSTERS**

- Introducing Coaching in a University Setting -  
S Baker and Malcolm Armstrong, University of Worcester
- Early Findings from the 'Practical Customer Service Skills in Higher Education' -  
Clive Betts, University of Exeter
- Supporting Students: an integrated approach to developing non-academic staff -  
Giles Polgase, Aberystwyth University
- Replenishing the Supply of Technical Specialists in Higher Education -  
Andrew Taylor University College London and Marie Garnett, Lifelong Learning UK

**SHORTLIST for the Imact Awards**

- Supporting staff through Restructure - University for the Creative Arts
- Corporate Services Management Programme - University of Westminster
- Grant Writing Programmes for Research and Academic Staff - University of Leeds
- Development of Communities of Practice in Learning, Teaching and Assessment -  
Manchester Metropolitan University
- Shared Futures: Sheffield Hallam University's Internal Change Academy -  
Sheffield Hallam University
- Building Managers: Appointment and Development - Sheffield Hallam University

**Coaching Circle:** Facilitated by Colleen Harding, Bournemouth University

**PROGRAMME IN DETAIL -  
Friday 6 November 2009**

<p>09.30 <u>Break-out rooms</u></p>	<p><b>Parallel Workshops: Session 3</b></p> <p>13. Talent management or managing talent – does it matter? Emma Ford, Mike Rawlins, Shobi Warwick, University of East London <b>(Robert Hughes Room, Mezzanine Level)</b></p> <p>14. Always succeeding: ways to foster permanent positive change beyond the training room Nigel Pugh, The Open University <b>(Bardd Suite, Ground Floor)</b></p> <p>15. We have to keep meeting like this Andy Mee and Jo Bruce, University of East Anglia <b>(Henry Morgan Room, Mezzanine Level)</b></p> <p>16. Making a positive difference through evaluation and management development Emily Hopkinson, University of Sheffield <b>(Richard De Clare Room, Mezzanine Level)</b></p> <p>17. “I’m not joining moron Facebook”; a web 2.0 training programme for staff Will Reid and Leo Appleton, Liverpool John Moores University <b>(Aberdare Room, Mezzanine Level)</b></p>
<p>10.30</p>	<p><b>Refreshment break</b></p>
<p>11.00 <b>Plenary</b> <u>Bardd Suite</u></p>	<p><b>PLENARY: Evaluation of leadership and management development</b> Jean Harrison, Interim HR Director, University of Westminster, and Tom Irvine, Director of Consultancy, Leadership Foundation, lead a discussion on how L&amp;M development can have an impact (and how we know). <b>Chair: Professor José Chambers, Assistant Vice-Chancellor, University of Winchester</b></p>
<p>11.45 <b>Plenary</b> <u>Bardd Suite</u></p>	<p><b>PLENARY: Points of View</b> Twenty short, sharp commentaries on life, staff development and everything. <b>Chair: Professor Bob Thackwray, Director of Membership and Networks, Leadership Foundation</b></p>
<p>12.30</p>	<p><b>DAY 3 CLOSES</b> <b>Dr Lesly Huxley</b>, Leadership Foundation and Conference Programme Chair</p>

We hope you find the Staff Development Conference 2009 interesting, useful and enjoyable.

A short online evaluation form will be available after the conference – please take time to give us your feedback.

Dr Lesly Huxley, on behalf of the Conference Planning Group.