



## CRITICAL TIMES, CREATIVE RESPONSES



Finalists for the Impact Award 2010 with Peter Casebow (left) of GoodPractice and winners Jim Andrews and Colleen Harding, Bournemouth University

# Rewarding development

The significant impact of development professionals in higher education was recognised at the Staff Development Awards 2010, which were presented at the Staff Development Conference in Leeds in November.

The Practitioner of the Year was named as Lynne Howlett, leadership and management development manager at Newcastle University. GoodPractice sponsored the Impact Award for a second year, which was won by Jim Andrews and Colleen Harding from Bournemouth University.

The 'Releasing Research-Enterprise Potential' initiative at Bournemouth was designed to involve academic staff during a period of significant organisational change, to engage the professoriate in the leadership of the university, and to build competence in research and enterprise. The Bournemouth team developed a portfolio of initiatives including career coaching, mentoring, action learning, workshops and masterclasses, and a poster event. Feedback from participants revealed perceptions of an increase in confidence and a cultural change that really recognises research participation. The numbers add up to: an average increase of between 17% and 19% in participants' successful research bids compared to pre-programme figures; 609 publications; and around 10 promotions. The attention to quantifying impact against a strategic need was recognised by the judges: "Very strong

business need demonstrated and very focused programme. Evaluation was given attention at the outset and the multiple objectives were evaluated separately. There's a genuine attempt to identify costs and paybacks from the project."



Matt Levi presents the Practitioner of the Year 2010 award to Lynne Howlett, Newcastle University

The Practitioner of the Year award was new for 2010, and was sponsored by the Leadership Foundation and the Staff Development Forum. Lynne Howlett of Newcastle University was nominated by Veryan Johnston, the university's executive director of human resources, and Tony Stevenson, pro-vice-chancellor. The judges were particularly taken with Lynne's national as well as local contribution, and the transformational nature of her approach to leadership and management development in the university: "What stands out is the breadth and depth of Lynne's LMD work and the multi-faceted knowledge and skill sets it takes to sustain a constantly high quality of contribution and effort and succeed in this way. Inspiring!"

The quality of nominations for both awards was very high, and the judges found it hard to reach the required shortlist of three. Two other outstanding professionals joined Lynne Howlett as finalists for the Practitioner of the Year award and received similarly passionate testimonials from those who nominated and worked with them:

- Vincent Cornelius, De Montfort University, nominated by Ben Browne, HR director;
- Beverly Simpson, Teesside University, nominated by Graham Henderson, vice-chancellor.

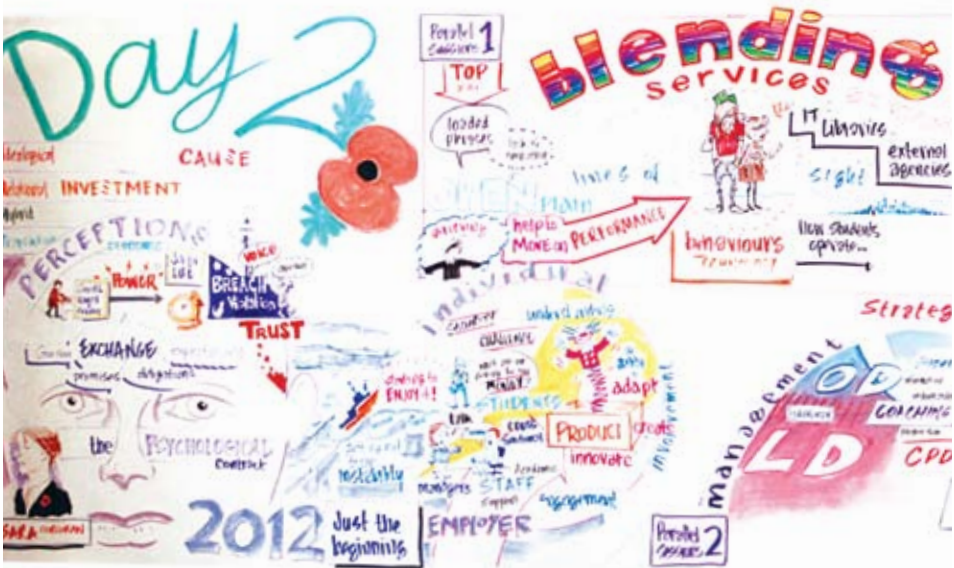
With very close scoring, four others joined Bournemouth as finalists for the Impact Award:

- Business skills development programme, Cranfield University;
- Leadership and management development programme, De Montfort University;
- Valued ways of working, Open University;
- Post-voluntary severance scheme staff development strategy, University of Sheffield. **E**

Our congratulations to all the finalists and in particular to the winners!

More detail of their initiatives and the impact they have had in their institutions is available at [www.ifhe.ac.uk/membership/sdcs/sdc2010/awards](http://www.ifhe.ac.uk/membership/sdcs/sdc2010/awards)

# STAFF DEVELOPMENT CONFERENCE 2010





staff development  
forum

## Connecting, supporting, developing: the way forward



Matt Levi

I am still euphoric following the excellent annual Leadership Foundation/Staff Development Forum Staff Development Conference in Leeds. For SDF, this was a significant landmark in our development as a community and organisation. There has been much talk over the last year of CPD events and accredited awards programmes, but, as the old saying goes, 'talk is cheap'.

I was delighted to be able to introduce our new branding and publicity materials for the events programme, and receive our first bookings. Thanks to all in Leeds who contributed feedback about what SDF should do for you – we will try and build your ideas into future plans.

The SDF council was privileged to welcome new members to our October meeting, two of whom (Ros Pepper and Denise Fieldhouse) have contributed some impressions of their first exposure to SDF 'business'.

Matt Levi, chair SDF

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Ros Pepper

### Ros Pepper, chair of Midlands Staff Development Partnership (MSDP)

"It was great to meet members of the SDF council at my first meeting representing the MSDP - I came away encouraged by the projects being developed and keen to share them with peers in my region. The CPD events programme is an opportunity for staff developers to learn new skills and keep up to date with current practice, while the Awards Framework will allow us to further develop our personal learning through accredited qualifications. The new branding of 'connecting, supporting, developing' strengthens our values, and gets the SDF message across about doing exactly what it says on the tin!

The SDF Spring Conference (12-13 May 2011) is being organised by MSDP, and will continue to support this work. With a theme of 'Fit for the Future', it will provide focused and practical support in key areas like motivation, resilience, goals, teamwork and strength. We are really looking forward to welcoming you to the Midlands - please see the SDF website for more details!"



Denise Fieldhouse

### Denise Fieldhouse, joint council representative for SDF in the north-west

"It quickly became apparent that the SDF council has been working hard on initiatives like the accreditation scheme for higher education training and development professionals and a programme of events.

The other notable achievement is that, save some minor tweaking, the council has had a bid for charitable status approved.

This is more important than it first appears - year on year surpluses generated by SDF will no longer be subject to corporation tax, enabling SDF to plough them back into supporting the higher education staff development community. I am happy to be joining the council at such an exciting time, and looking forward to building on such solid foundations.

SDF has a set of values around inclusivity and support, and as a new member of the council I was pleased to be given a very warm welcome - thank you, Matt, for my gift of a stick of Exmouth rock!" **E**