

# PS Leaders Conference July 2019

## Welcome and Housekeeping

- 09.30 **Patrick Hackett:** Our People, Our Values
- 10.15 PS leadership development
- 10.40 Networking break**
- 11.00 **Professor Sir Cary Cooper:** Wellbeing
- 12.15 Wellbeing lunch with CEAS Choir**
- 13.15 **Rachael McGraw & Gemma Dale:** Values
- 13.45 **Jim Tudor:** Future students
- 14.30 Networking break**
- 14.50 **Dr Simon Merrywest:** My Manchester-ness
- 15.40 **Dr Julian Skyrme** Our SDG contribution
- 16.00 Social drinks, nibbles & Our Playlist**

# **Professional Services and Our People Our Values**

**Patrick Hackett**

**Registrar, Secretary and Chief Operating Officer**

**July 2019**

# Ask a question

1. Go to [www.sli.do](http://www.sli.do)
2. Enter the event code: #L329
3. Submit your own questions anonymously or vote to endorse another question

#L329

# PS success stories

## Distinguished Achievement Awards



## Headline University level Results

- 69% response rate - over 7,000 staff
- 92% say University is a good place to work
- 89% feel proud to work here
- 81% feel valued

## Areas for University-wide improvement

- Communications and Senior Leadership Team engagement
- Maintaining a positive working environment
- Managing change

## Headline PS level Results

- 83% of PS feel satisfied with their job
- 82% line managers give recognition for work well done
- 79% of PS have taken part in work-related learning or development in the last 12 months

## Immediate action

- PS staff having an annual Performance & Development Review (P&DR) has remained fairly static at 73% - we must offer these!

# Developments for the University's next vision and strategic plan



# Our People Our Values: Sub-themes

- Our University Values
- Great people doing great things
- Engagement and communication
- Planning and financial sustainability
- People and organisation development
- Technology, estates and environmental sustainability
- Digital innovation



# Transformation across the University

- Student Lifecycle Project
- New Leadership Model
- Manchester Engineering Campus Development
- Research Lifecycle Programme
- IT Modernisation

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# Leadership in Practice – Measuring the impact of your investment



# Leadership Development at Manchester

- Inspiring Leaders Programme – 260
- Leading at Manchester – 85
- PSLDP – 115
- HeadStart – 90
- Coaching – 50 current
- Mentoring – 100 current

A banner for the Inspiring Leaders Programme. The text "Inspiring Leaders Programme" is written in a bold, purple, sans-serif font. The background of the banner features a faded, light-colored image of a classical building with arches and columns.

**Inspiring Leaders  
Programme**





The University of Manchester

# **Tom Jirat**

Head of Operations

Directorate of Development & Alumni Relations



The University of Manchester

# **Kate White**

Director of Development and Alumni relations

# **What difference has this development made to your leadership?**

At your tables we would like you to discuss and capture your reflection on the following questions:

- 1. As a result of the investment in my development, what am I doing differently now?**
- 2. What will I be doing differently in a year?**



# Connecting and Developing HE Professionals

## Engaging with with the AUA



# Member benefits

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- ◆ Getting connected to professionals and best practice beyond your own organisation
- ◆ Professional recognition and a sense of professional identity
- ◆ Development opportunities from qualifications to volunteer experiences
- ◆ Accreditation scheme that provides a clear pathway to take your career further
- ◆ Global opportunities including our annual study tour and international conference attendance, supported by a bursary
- ◆ Exclusive experiences such as the Annual Lecture
- ◆ Learning and development programme of events and conferences
- ◆ Access to resources and publications through an enhanced web experience

# Institutional benefits and opportunities

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- ◆ Engaged PS colleagues, AUA members are committed to their role and realising their potential as HE professionals
- ◆ AUA CPD Framework of Professional Behaviours, provides a map to ensure the development you offer enables them to realise their potential and progress their careers
- ◆ Parity of esteem, AUA members have a strong sense of professional identity
- ◆ Exclusive experiences, members engage with opportunities beyond their day job through the AUA
- ◆ Profile raising, AUA members are connected to a community of professionals
- ◆ Mark of Excellence demonstrating commitment to PS development

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- 16.00 Close, Networking drinks & Our Jukebox**

# UNCOVERING OUR VALUES

**Rachael McGraw and Gemma Dale**

***Values are big, emotionally rich ideas that help us make sense of the world and our place in that world. Our values lie behind our choices and our behaviours. Our values shape how we feel about, respond and rise to both our daily lives and our ultimate grand plan.***



# Why values – and why now?

- Where there's a strong sense of shared values amongst colleagues, organisations can deliver their best, be more resilient during change and work in more effective ways
- Our values should strongly influence the way that we make decisions, influence others and work together to get things done



**What is Manchester-ness?**



**What three words would you use to describe chocolate to someone who didn't know what it was?**



# Uncovering our values

- Storytelling: when we tell stories, the language we use reveals the things that really matter to us
- Staff Survey: ‘The main thing you think is good about working at the University’
- Feedback on our existing guiding principles and values





Watch.....

A photograph of the University of Manchester building, featuring a large Gothic-style archway. The archway is made of light-colored stone and has a ribbed interior. Above the arch, the words "UNIVERSITY OF MANCHESTER" are inscribed in a decorative stone band. The building has multiple levels of windows with Gothic tracery. In the background, through the arch, a courtyard with green trees and people is visible. The sky is overcast.

UNIVERSITY OF MANCHESTER

*What makes working at our University feel worthwhile to you?*

*Please share an example of our University at its best.*

# How to get involved today

1. Go to [www.sli.do](http://www.sli.do)
2. **Go to event code: #L329**
3. Answer the questions!

**How do we bring our new values to life in all that we do?**



Thank you

# **My Manchester-ness**

## Student perspectives

Chaired by Dr Simon Merrywest