**An update on our new approach to P and DR conversations – March 2024**

At the start of the year, [we shared our new approach to P&DRs at the University.](https://www.staffnet.manchester.ac.uk/staff-learning-and-development/news/display/?id=30842)

Over the past few months, I have been meeting with leadership teams around the University to discuss our ideas on how we improve P&DR. Overall, the response has been incredibly positive, and colleagues have been very open to new ways of focusing on and improving P&DR conversations. We’re working on additional refinements to better support academic colleagues.

Some areas have already been trailing the new approach to P&DR conversations. Feedback from the pilot has been rich and useful:

*Having a deep PDR once a year that is discussed monthly thereafter is useful. It allows objectives to be reviewed and flexed over the year.*

*Agreed objectives should be SMART (Specific, Measurable, Achievable, Realistic and Timely).*

*All employees should have regular 1-2-1s with their line manager to review workload, agree priorities and assess wellbeing.*

*I had a similar developmental conversation that I would normally have had with my direct reports but found the paperwork simpler and the prompts helpful. I didn't miss the terrible upload/ download system!*

A survey has been cascaded to colleagues who took part in last year’s pilot in areas of Professional Services. If you or your team have been involved in the pilot, we would really value your feedback. You may have been sent a link to the survey. We encourage you to share your thoughts by Thursday 28th March. You can also [**access the survey here**](https://www.qualtrics.manchester.ac.uk/jfe/form/SV_6ifHfd5Ym96wCB8). Your ideas and feedback will help to inform our supporting guidance which will include information for our academic colleagues on how they can get the best out of the process.

We’ve already had some discussions about reviewee engagement and reviewer training resources, aspects of confidentiality, and recording agreements between reviewer and the reviewee. This feedback has been incredibly useful, and we are implementing this into our set of frequently asked questions in the guidance and supporting documents.

We are also creating some learning resources to support you, which will include podcasts and videos. If anyone would like to share stories of previous performance and career development conversations, please get in touch. We would also like to include colleagues in these resources, so if you’d like to take part in some, let us know. In both instances, contact [gavin.deadman@manchester.ac.uk](mailto:gavin.deadman@manchester.ac.uk)

Thank you to everyone who has been involved so far, if you have views, opinions or experiences that you are happy to share, please let me know. We look forward to sharing guidance and information to support colleagues in time for colleagues who start their P&DR cycle in the spring.

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