**Message for Managers August 2024**

**Your role in embedding the new approach to PDRs**

In June, [we announced the move to a simpler, people-focused approach to PDRs](https://www.staffnet.manchester.ac.uk/news/display/?id=31425) for the new academic year 24/25. We have now published [full guidance for line managers and individuals](https://www.staffnet.manchester.ac.uk/od/pdr/) to help them focus on PDR discussions around goals, challenges and opportunities for growth.

**Over the coming weeks please take time to familiarise yourself with the guidance and communicate this change to your team.**

There is a range of support available via a [new PDR landing page](https://www.staffnet.manchester.ac.uk/od/pdr/).

This includes:

1. An overview of the PDR process
2. Details on our new approach to PDR
3. Advice and guidance for individual in preparing for their PDR
4. Advice and guidance for line mangers to support your staff through their PDRs

Some teams will have already started their reviews using the previous approach, with some others having adapted to the new approach as part of the pilot. We would encourage you to look at how you can move towards the new process over the coming months. You will be able to make use of the valuable conversations you have already had as you get more familiar with the new guidance.

We will be publishing articles for all staff in the coming weeks to further raise awareness and support greater understanding of this change in approach. If you have any questions please contact [Gavin Deadman](mailto:gavin.deadman@manchester.ac.uk).