



Organisational Development Policy

1. Statement of Policy

1.1

The University is committed to staff development to enhance the contribution of all staff in pursuit of its overall objectives. The University recognises that its staff are its most valuable asset, and that only through their expertise and commitment will the University achieve its ambitions as an international centre of excellence in teaching, research and consultancy.

1.2

To this end, the University requires the highest standards of performance from all of its staff, and regards continuing development and training, in a spirit of partnership and mutual support, as essential if it is to achieve this mission in rapidly changing circumstances.

1.3

The University will make every effort so far as resources permit, to ensure that all of its staff are able to develop personally and professionally through investment in staff development as part of its overall human resource strategy.

1.4

All staff shall have equitable access to training and development opportunities, appropriate to their role and development needs.

2. Staff Development Strategy

2.1

The University is committed to the personal and professional development of all staff. Those with management responsibility for others are encouraged to actively support the development of the performance and effectiveness of their staff in the achievement of their objectives.

2.2

The University sees the use of the My Performance and Development conversation scheme as essential and will work towards its development and implementation for all colleagues.

2.3

Organisational Development provide support to managers in the fulfilment of their responsibilities, and in response to the needs identified through appraisal or otherwise.

2.4

Organisational Development provide a framework of support to groups and individuals that takes account of and reflects their personal and professional development needs consistent with the University's strategic and operational objectives.



2.5

Specialised development and updating relating to subject disciplines, including attendance at courses and conferences, will normally be organised and supported by the appropriate Colleges, Schools and Departments. Colleges, Schools and Departments will establish budgets, and monitor the effectiveness of development activities undertaken through the appraisal programme or otherwise.

3.Underpinning values for Development

Organisational Development plays a vital role in supporting the development of a climate of openness and debate and in providing opportunity to develop a University ethos in which visibility, listening and trust, are engendered across the University through:-

- development programme and networks, creating opportunity for communication, innovation, sharing and developing good practice
- offering opportunity and support for self-critical review undertaken in the spirit of continuous improvement and trust which encourages openness, honesty and a caring and supportive attitude
- providing staff development for individuals, teams and department undergoing change
- supporting the development of a service ethos which enables people to understand and contribute constructively and meaningfully to the culture in which they work
- enhancing equality of opportunity for all by ensuring openness and access to staff development opportunities and personal and professional development programmes which support the University's strategic aims
- developing an ethos and expectation of lifelong continuous learning amongst all staff, supported by appropriate staff development programmes, support networks and personal and professional development opportunities