Agenda

- **Introduction** - Lee Sanders

- **People and Organisational Development (POD)** – Leigh Casey, Assistant Director of HR (POD)

- **WW1 commemorative activity** – Professor Ian Grosvenor, Deputy Pro-Vice-Chancellor for Cultural Engagement; and Dr Jonathan Boff, Lecturer, Department of History

- **Campus developments** – Ian Barker, Director of Estates

- **Information security** – David Deighton, Chief Enterprise Architect, IT Services

- Questions
What can POD do for you?

Leigh Casey
11th February 2014
POD’s mission

Our mission is to ensure that all members of staff have the skills and knowledge they need to support the University and to drive its strategy forward.

In doing this, we also help ensure that every member of staff makes the most of his or her potential, now and in the future.
The two faces of POD

- Organisational development
- People development
Organisational development

- Change programmes
- Embed management of performance
- Current and future leadership capability
- Talent management
- Succession planning
- Team development work
Organisational development
The Birmingham Professional

Some particular challenges:
- Clear paths for career progression
- Aligning the professional community
- Ensuring academic and professional staff work closely together
- Helping you see exactly where your hard work adds value
Example 1 - team building

Presenting issue

Mrs. A wants to develop team spirit among her direct reports and to better align them in terms of work objectives. The team is spread out geographically, is struggling with a large workload and two key members are suffering long term illness.
Possible avenues of help from POD

- Team building tools e.g. Belbin, relevant games, outdoor activities
- A facilitated workshop to clarify what Mrs A.’s people are there to do and their priorities. Are they a team or a group?
- An event to explore and share motivations of each team member
- Coaching: team, individual or both
One size does not fit all!
People development

- Development programmes
- Workshops and courses
- Accredited programmes
- On-line learning
- Coaching
- Action Learning Sets
- Mentoring
- Ad hoc help and advice
Hot topics

- Emerging Leaders’ Programme
- ‘New Leaders’ programme’
- The Coaching Academy
- Unconscious bias workshops
The Coaching Academy houses:

- ILM accredited coaches
- Associate members
- Team coaches
- Mentors
- External coaches and mentors
What can the Academy do for you?

It can:

- Train you to be a qualified coach
- Develop your coaching skills to use ‘on the job’
- Provide you with direct coaching support
- Coach you and your team for enhanced performance
- Help find you a mentor
Please, please, please…………

We are looking for volunteers for our (supervised) trainee coaches. This is a free service!

You can have just one session or a short series. All sessions are confidential.

Please email me: l.a.casey@bham.ac.uk
Some of our satisfied customers

‘Allowed me to find my own way’

‘It’s reassuring to know that I knew the answer all along, but saying it out loud gives me the confidence to make it happen’

‘I am now having more structured, focused and honest one to ones with my manager, and have agreed my priorities more clearly’
We all have them! The workshop will help you understand what they are.

Why? So you become conscious of potential bias when working with your colleagues, when recruiting and selecting, developing and managing them.

Available from mid-March: do let us know if you would like to pilot a workshop in your team.
Where do I find out more?

- On line brochures produced annually
- POD website for latest news and options
- Twitter account
- College/Corporate Services POD consultants
POD consultants

Kate Crane
Elaine Clough
Ryan Sharman
Vince O’Grady
Marc Adams
Yvonne Yelken
POD operations and administration

Conor McGoldrick  Emma Sweeney

Tom Stanasiuk  Sapna Patel

Steph Baker

PLEASE DISTURB we are here TO HELP YOU!
Thank you for listening
First World War Commemorative Activity

Professor Ian Grosvenor
Dr Jonathan Boff
First World War Commemorative Activity

City wide planning group have been meeting since 2011 and includes:

Voices of War and Peace: the Great War and its Legacy

AHRC/HLF First World War Engagement Centres: connecting academic and public histories of the First World War and its legacy
The Centre will offer research support and guidance for community groups around the First World War in general and in particular around the following themes:

- Belief and the Great War
- Commemoration
- Childhood
- Cities at War
- Gender and the Home Front

The Centre will be officially launched on **March 21st at the Library of Birmingham from 12-2.30pm** but we are able to deal with enquiries now: **vowap@contacts.bham.ac.uk**
Other University of Birmingham activity


• Centre for First World War Studies: *Roads to War* public lectures on now until March

• First World War at Winterbourne: exhibition and screenings of period films
Other University of Birmingham activity

• Cadbury Research Library: exhibitions, performance based on original manuscripts, online resources (YMCA collection)

• Research and Cultural Collections: online resources and events
Centre for War Studies & the First World War

- Good links with National Archives and with museums e.g. IWM, NAM, Tank Museum, local and regimental museums
- Long tradition of ‘outreach’
- Working with Ian on a range of projects at Univ level
- Smaller initiatives: Centenary Lecture series
- Working with local and national media organizations to spread awareness of First World War
Medical School student facilities, completed 2005

Context:
- Legacy Estate & past programmes
- Current programme and strategy
- Future programme and strategy

Live Projects
SHAPING OUR FUTURE: BIRMINGHAM 2015

Estate Development Framework

Capital Framework

The ‘smaller better estate’

‘Our challenge is to become a leading global university.’
Professor David Eastwood, Vice-Chancellor
- 280 acres at Edgbaston
- 390,000 sq.m. non-residential
- 4,100 student beds
- £10m+ gas/electric bill
- 50,000 tonnes CO2
- 15% listed/protected
- Registered Parks & Gardens status
- Scheduled monument/gradeII* buildings
- 1 railway station
Legacy: Investment 2004 - 2014

- 2004/5: 50% of the Estate in ‘Poor Condition’
- ~90% spend on existing facilities: refurbish/re-build
- ~90% spend on core college-based facilities
- 2013/4: 26% of the Estate in ‘Poor Condition’
Future Investment

- 2004 -12: HEFCE funded
- UoB Income (& expenditure) per sq.m. is relatively low
- Opportunity Costs & Efficiency
- Maintenance Funding
North East Car Park

492 Spaces

Opening: February 2014
Sports Centre: Site
Student Hub: Links
Aston Webb C Block Refurbishment

Student Services User Presentation
August 2012

UNIVERSITY OF BIRMINGHAM

Aston Webb C Block: Hub
Aston Webb C Block: Hub
Existing Library Building
Option 1: Refurbished Library
Option 2: New-build to the North
Option 3: New-build to the West
Option 3 (with ring road and running track relocated)
Green Heart

Key pedestrian routes and landscape spaces/nodes

Key:
- Red: Main pedestrian routes
- Blue: Secondary pedestrian routes
- Green: Main squares and gardens
- Purple: University shared facilities
- Orange: University shared facilities with some public access
- Yellow: University sports pitches/track with some public access
Option 3: New-build to the West
Post Graduate Teaching Centre
- Gross budget £10m
- GIFA 2,950m2 approx
- Start date July 2014
- Complete August 2015
- Accommodation includes:
  - 200 seat raked lecture theatre
  - 100 seat flat lecture theatre
  - 100 seat Harvard lecture theatre
  - 2 x 50 person seminar rooms
  - 2 x 30 person seminar rooms
  - 50 person computer cluster
  - Mock trading facility
  - Programme offices for MBA and MSc
  - Café / social space / break out rooms
Proposed Residences

Chamberlain – 726 beds
Grange Road – 180 beds

Mason Hall, completed 2008
Residences: Chamberlain Hall
Current Floor Area = 18,094m²
Hampton Wing = 4 ½ storeys
Eden Tower = 18 storeys + plant
№ of Student Beds = 620
Ancillary Accommodation = Large dining, kitchen, common rooms
Site sits between the Edgbaston ‘Villa’ vernacular and the green landscape of The Vale.
Site sits between the Edgbaston ‘Villa’ vernacular and the green landscape of The Vale.

Removing existing buildings allows the landscape to be made visible from Church Road.

Retaining important features such as the ‘eye catcher’ plot and mature trees dictates a possible site configuration.
• New tower introduced on footprint of existing at brow of hill
New initiatives with funding partners

- Dental School (NHS)
- Biomedical Innovation Hub (ERDF/BRPL)
- High Temperature Research Centre (Rolls Royce)
- Institute of Translational Medicine (LEP/UHB)
- BIFoR
- University Training School (DfE)
Selly Oak: University Training School
CO₂ Savings: 7,750 tonnes per year, compared to the ‘do nothing’ option (of taking National Grid supplies).

Running Cost Savings: £1.5m per year vs ‘do nothing’ option.
Questions?

Feedback and topic requests can be sent to: internalcomms@contacts.bham.ac.uk

For the latest staff news and events visit: intranet.birmingham.ac.uk

Follow us: @buzzunibham