Organisational Development Plan 2024
Our aim and mission...

We are dedicated to empowering and inspiring every individual within the University to realise their full potential through development opportunities, strategic interventions, professional advice, innovative practices, and a commitment to fostering a culture of psychological safety and continuous improvement.

Our mission is to work with staff at all levels to cultivate a workplace environment that values collaboration, inclusivity, and adaptability; and an organisation that is resilient, agile and high performing.
Meet the Team

Kelly Barnard
OD Coordinator

Sam Bates
OD Consultant

Katie Bradbury
OD Consultant

Wendy Carey
Staff Wellbeing Manager

Sarah Engineer
Senior OD Consultant

Eva Francis
OD Consultant

Chris Hamilton
Apprenticeships Officer

Vicki Love
OD Consultant (Mat Leave)

Cathy McDonnell
Assistant Director OD, Culture & Wellbeing

Katie Oram
OD Coordinator

Sally Porter
OD Assistant Admin Manager

Ben Spencer
OD Consultant

Lily Singh
OD Grad Associate

Lisette Whittaker
OD Coordinator

Meet the Team
The Golden Thread

How our Organisational Development Plan aligns with our University Strategy, People Strategy and our individual work objectives

Our OD Plan is shaped by what we are trying to achieve as a team and sets the direction and focus of our priorities for the coming year. They directly link to the 4 aims of our People Strategy:

- Getting the basics right
- Improving Inclusivity
- Harnessing Talent
- Increasing engagement & wellbeing
The Organisational Development Offer at Sussex

- Coaching Training & Facilitation
- Mentoring Training & Facilitation
- Leadership & Management Programmes
- Apprenticeships Qualifications
- Achievement and Development Reviews
- Staff Wellbeing Hub
- Staff Wellbeing Training & Events
- OD Consultancy
- OD Facilitated Events
- LearnUpon Mandatory & Recommended Training
- Action Learning Facilitation & Guidance
- Job Shadowing
- Peer Learning Networks e.g., Leaders & Managers
- Staff Survey Supporting teams with Action Planning
- Welcome Events for new starters
- Onboarding Support
- Staff Wellbeing Training & Events
Other resources to support performance and development

- Stretch activities in role
- School/Division own development days
- Team learning and collaboration
- Subject specific conferences
- LinkedIn Learning
- Subject Matter Forums
- Manager as coach
- Subject Matter Blogs
- Reading (journals, articles etc)
- Job Shadowing
- Online talks and webinars e.g. TED
- Level 2 Qualifications
- External eLearning e.g. Udemy, Alison
- Deputising/acting up
- Peer Learning Networks
- Podcasts
- External Mentoring
- Manager as coach
- Subject specific conferences
- Reading (journals, articles etc)
1. Deliver and evolve a sustainable learning and development offer, including our Apprenticeship Programme to provide effective opportunities for all.

2. Continue to review and shape our leadership development framework and offer to support staff at all levels of their leadership journey.

3. Continue managing the staff survey delivery, action planning collation and reviews of progress.

4. Embed our onboarding process to ensure new staff and managers are equipped with the right information and welcome when they begin their journey at Sussex.

5. Evolve and embed the new Achievement & Development Review process to assist all staff with development and progression.
6. Redevelop and relaunch an *exit interview* process to ensure staff have a voice and utilise the data to drive improvements in the employee experience.

7. Continue to develop, grow and automate our *Mentoring and Coaching programme*.

8. Launch our *Staff Wellbeing Plan* incorporating current and future initiatives.

9. Promote an *environment of psychological safety* in all our delivery and support staff, leaders and managers to create this within their teams.

10. Explore and implement *automation/digitisation* of our systems and processes to deliver a more efficient, data-driven offer which ensure compliance.