Our OD Team

- Sally Porter
  OD Assistant
  Admin Manager

- Kelly Barnard
  OD Coordinator

- Lisette Whittaker
  OD Coordinator

- Ben Spencer
  OD Consultant

- Katie Bradbury
  OD Consultant

- Sarah Engineer
  OD Consultant

- Eva Francis
  OD Consultant
  Start date 10 October

- Katie Oram
  OD Coordinator

- Chris Hamilton
  Apprenticeships Officer

- Wendy Carey
  Staff Wellbeing Manager

- Sam Bates
  OD Consultant

- Cathy McDonnell
  Assistant Director OD, Culture & Wellbeing
Our aims are to contribute to...

- Empowering and supporting our staff to develop and be the best they can be and to identify with the values of our university.
- Supporting the drive to ensure our University is a great place to work where both staff and students can flourish.
- Building a culture that values psychological safety, trust and wellbeing, where everyone is treated with dignity and respect.
- Finding solutions for staff in times of increased financial pressures and changing demands.
Our OD Plan is shaped by what we are trying to achieve and will set the direction and focus for our priorities which are linked to the University strategic objectives and the 4 aims of our People Strategy:

1. Getting the basics right
2. Improving Inclusivity
3. Harnessing Talent
4. Increasing engagement and wellbeing
The Organisational Development Offer at Sussex

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

- Stretch activities in role
- School/Division own development days
- Team learning and collaboration
- FutureLearn
- Manager as coach
- Subject specific conferences
- Subject Matter Forums
- Subject Matter Blogs
- Reading (journals, articles etc)
- Job Shadowing
- Online talks and webinars e.g. TED
- External eLearning e.g. Udemy, Alison
- External Mentoring
- Deputising/acting up
- Peer Learning Networks
OD Priorities 2023

1. Deliver and evolve our **learning and development offer**, including our Apprenticeship Programme to provide effective opportunities for all.

2. Review and evolve 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. Redevelop our **onboarding** process to ensure staff 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, implementing recommendations.

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

8. Develop a 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 automation/digitisation of system for a more efficient, data-driven offer.
Thank you