Board of Management

Students, Staff & Equalities Committee

Date of Meeting	**Wednesday 15 March 2017**
Paper No.	**SSEC2-G**
Agenda Item	**10**
Subject of Paper	**Organisational Development Update**
FOISA Status	**Disclosable**
Primary Contact	**Douglas Dickson, Performance and Improvement Director**
Date of production	**7 March 2017**
Action	**For noting**

1.   Recommendations

Committee Members are asked to note the contents of this report and are invited to participate in the College's One City event on the 20th June 2017.

2. Purpose of report

This report provides an overview of the activities during the academic year of the Organisation Development (OD) team.

The OD team is made up of 5 members of staff 2 of whom were recruited prior to the start of the 2016/17 academic year.

The Organisational Development team was structured into the Performance and Improvement Directorate in December 2016.

3. Context and Discussion

(A) Current OD Projects

The OD team has been developing 5 projects during the academic year which will have an impact on staff –

- Enhancing College integration arrangements for staff at every level
- Creation of a competence frameworks and associated development pathways
- Introduction of a Learning Management/Learning Content System (an online staff learning and development and record system)
- Revising Personal Development Review System
- Implementing Investors in People (revised standard0 in association with Human Resources

(B) Teaching Training

The OD Team is currently supporting 24 staff and 6 pre service students through Teaching Qualification in Further Education (TQFE) with our partner institutions Universities of Dundee and Stirling.

The team is responsible for ensuring all TQFE students are assigned a mentor and manage all classroom observation activity in partnership with students, relevant Faculties and Universities.

OD continues to support delivery of the Professional Development Award (**PDA**) Teaching in Scotland's Colleges. Currently there are 18 in service colleagues participating in the PDA programme.

(C) One City 2017

Plans are well underway for **ONE CITY 2017**. This year's event will be hosted exclusively at City Campus on **Tuesday 20th June**. The themes of the event have been refined to reflect the College Way of Inspiration, Excellence and Achievement. OD aims to increase the number of staff and students sharing good

practice this year. Last year staff and students delivered 18 workshops to 450 delegates during the first of the three sessions on the day.

OD is also delighted to have been awarded a £1500 grant from the Scottish Fair Trade Forum which it will use to purchase materials for a street food type arrangement.

(D) Team Development

The OD teams continues to provide team building events such as –

- Preparation for moving to City Campus for Finance, Student Experience and Student Records staff
- Curriculum Head team building for the Faculty of Leisure and Lifestyle
- Gender Equality in Further Education for the Faculty of Building, Engineering and Energy

(E) Training Programmes – Let Learning Flourish

OD has arranged a range of training programmes that have been generated by requests from Faculties and Service Areas. The range covers -

- **Flourishing Leaders** - targeted at middle managers and delivered in partnership with Leadership Foundation for Higher Education

- **Flourishing Managers** – targeted at first line managers and accredited by Chartered Management Institute (CMI). This will offer many a first management qualification.

- **Action Learning Sets** - three separate arrangements have been programmed and targeted at Middle Managers/Curriculum Heads

- **Teach Meets** - three separate Teach Meet have been arranged in partnership with College Development Network. These are targeted at internal and external participants.

- **6 City Learning Workshops -** are programmed with each covering a different component of the City Learning model.

- **18** separate '**Bite Sized Lunch and Learn'** sessions are programmed covering topics ranging from Simple and effective Group Engagement Techniques to Techniques for Managing Time.

All of the above sessions are also available on an **On Demand** basis to meet needs and availability of staff.

4.   Impact and implications

The overview within this report is associated with the College's Growth and Development theme and is related to Priority 3 – Develop our staff, embed our values, promote further culture change, and extend our reputation.