EXECUTIVE SUMMARY

This report reviews OCSLD's achievements in 13/14 and plans for 14/15. This format of this year's report is intended to highlight how our activities relate to our broader objectives, and how our portfolio is evolving in response to the changing needs of the University. Programmes reviewed this year were: management and leadership development, induction courses and the new lecturers programme. Partnership working with Faculties and Directorates has been strengthening and team-based development, negotiated through the link roles, is in high demand. Managers are encouraged to develop coaching skills and behaviours through refreshed training in Personal Development and Review and a Certificate in Coaching and Mentoring accredited by the Institute of Leadership and Management. Supporting the Strategy for Enhancing the Student Experience (SESE) and its associated programme of projects has been a significant area of work, with OCSLD providing programme management, evaluation and consultation activities around the SESE. Hundreds of staff from other universities engage with Oxford Brookes through our suite of online courses and events, many now hosted on the innovative OpenBrookes platform.

This report is structured around our eight objectives, giving examples of how our achievements and future plans are contributing towards these objectives:

1. Continually refresh, publicise, deliver and monitor uptake of our portfolio
2. Consolidate effective partnership working with Faculties and Directorates
3. Promote a coaching approach to supporting individual, personal, professional and career development
4. Work proactively with Faculties, Directorates and SMT to support improvements to the student experience
5. Improve access to OCSLD services through a range of online courses and resources
6. Modernise administration to provide sector-leading services
7. Revise research strategy to build capacity toward next REF and institutional research commissions
8. Re-focus external activities to secure target level of surplus and capitalise on areas of specialist expertise

We hope that this report provides ideas for how you might use OCSLD resources, events and consultancy to engage with your own development or to facilitate that of your team or organisation.

The report will be circulated to University committees early in 2014/15. Feedback is welcome on our future plans.