

Staff Learning and Career Development NEWSLETTER



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Dear colleague,

Welcome to this month's edition of our staff newsletter.

We are pleased to share a range of new initiatives, updates, and opportunities designed to support your professional growth and wellbeing.

This month features a reminder of the **Aurora Programme**, supporting women in leadership, alongside a refreshed **Induction Programme for New Managers**, tailored to help leaders succeed from the outset.

We are also reminding you of the **Campus Tours** to help colleagues familiarise themselves with our spaces, and **Wellness Week** returns in June with an expanded offering of **new workshops**.

You'll also find a **reminder of our latest courses now available**, ensuring you don't miss out on current learning opportunities across a range of topics.

We encourage all staff to explore what's available and take full advantage of the opportunities this month.

The Organisational Effectiveness and Development Team

Upcoming Workshops and Events

This section provides details of our shorter/bite-size courses, events and one-day workshops:

For new starters:

- [VCG New Starter gathering event](#), Tuesday 3 June, 11.00am - 12.00pm
- [Headington Campus tour](#), Tuesday 15 July, 10.00am - 11.00am

For line managers:

- [Leading change](#), Tuesday 3 June, 9.00am - 5.00pm
- [Effective career conversations](#), Thursday 12 June, 1.30pm - 4.30pm
- [Mental health - one day for line managers](#), Wednesday 18 June, 9.00am - 5.00pm
- [Creating psychological safety in your team](#), Wednesday 23 July, 9.30am - 4.30pm

For colleagues:

Essential Skills

- [Enhancing emotional intelligence](#), Wednesday 11 June, 1.00pm - 3.30pm
- [Conflict resolution for employees](#), Thursday 19 June, 9.00am - 5.00pm
- [Effective communication](#), Wednesday 25 June, 1.00pm - 3.30pm
- [Courageous conversations](#), Wednesday 9 July, 1.00pm - 3.00pm

Career Development

- [Taking control of your career direction](#), Friday 13 June, 9.30am - 12.30pm

Individual Wellbeing:

- [Mental Health first aid](#), Tuesday 3 June, 9.00am - 2.00pm
- [Debt awareness training](#), Monday 16 June, 2.00pm - 3.00pm
- [What is trauma?](#), Monday 23 June, 1.00pm - 2.30pm
- [Stress and resilience](#), Monday 23 June, 3.00pm - 4.30pm
- [Coping with change](#), Wednesday 25 June, 9.00am - 10.30am
- [Men's Mental Health](#), Wednesday 25 June, 11.00am - 12.30pm
- [Mental Health aware workshop](#), Tuesday 8 July, 9.00am - 1.00pm

Upcoming programmes:

This section provides details of our longer programmes which last for more than one day.

For line managers:

- [The Collaborative Leader: Unlocking your leadership potential to navigate conflict and enhance collaboration](#), 12 June, 1 July, 18 July, 10.00am - 2.30pm (in person). **Deadline:** Friday 9 May, 5.00pm.
- [Building high-performing and resilient teams](#) 4 June, 18 June, 30 June, 16 July, 31 July, 11.00am - 2.30pm with a 30-minute lunch break. (Some sessions will be online, some will be in person)
- [Manager as Mediator](#) 9 June, 19 June, 8 July, 21 July and 29 July, 11.00am - 2.30pm with a 30-minute lunch break. (Some sessions will be online, some will be in person)

For colleagues:

- [Hear and be heard: Fostering Respectful Dialogue and Collaboration](#), 17 June, 24 June, 3 July, 10 July, 10.00am - 1.30pm with a 30 minute break.

You can also find details via the [list](#) of upcoming workshops and events.

Aurora



The Aurora Programme is an Advance HE initiative designed to encourage more women to move into leadership positions in HE. It is aimed at women up to senior lecturer level or professional equivalent, who are ambitious for a career in the sector and want to explore leadership as one option for progression. More information can be found on the [Advance HE website](#).

The specific cohort details for 2025-26 have yet to be finalised by Advance HE. We will provide further information about the programme and how to apply in future editions of the newsletter, via the Staff Update and our [Aurora web page](#). At this stage, anyone who might be interested in attending the programme is encouraged to discuss their interest with their line manager to see whether budget is available within their department.

New Managers Induction - Supporting Managers from Day One



We're excited to launch our new Manager Induction, designed specifically for managers who are new to Oxford Brookes. This tailored introduction equips leaders with the knowledge, tools, and connections they need to thrive in their role from day one. The programme includes the following courses:

- [Creating good days at work - your role](#)
- [Recruitment and selection: information for panel members](#)
- [Managers Induction - other things you need to know](#)
- [Performance development review \(PDR\)](#)
- [Leadership and Management Framework](#)

All managers who joined the organisation **on or after 23 January** will be automatically assigned this learning as part of their onboarding journey.

Headington Campus Tours



Are you new to Oxford Brookes or Headington Campus? Would you like to meet a student ambassador?

Come and join our [campus tour](#)! Our next one is running on 15 July 2025 (10am - 11am). We look forward to meeting you.

Wellness Week - New workshops and individual wellbeing sessions

New Workshops

As part of Wellness Week, we have four new workshops, provided by Health Assured:



[What is trauma?](#) Mon 23 June, 1 - 2.30pm

This trauma workshop is designed to teach you to recognise what trauma is, and how to cope. You will learn how to create a supportive culture, helping each other deal with traumatic stress, how to build emotional and physical resilience, how to access appropriate follow up support and signpost to the most appropriate service.

[Stress and resilience](#), Mon 23 June, 3 -

4.30pm. Learners will discover how to recognise stress in themselves and others, create a stress-free (as possible) environment, and use the Assistance Programme to smooth out those bumps in life. This is also a great way to learn about how pressure affects individuals, and how to better manage that pressure.



[Coping with Change](#), Wed 25 June, 9 - 10.30am

Health Assured's change management workshop helps people to understand and cope with change. They explain how to recognise uncertainty, how to raise concerns and how to manage stress in times of change.

Men's Mental Health, Wed 25 June, 11 -

12.30pm. Health Assured's Mental Health & Men workshop gives insight, knowledge and understanding of the Issues that men face. They use facts, figures and truths to gently de-stigmatise mental health issues, teaching attendees that it's fine to admit that life can get on top of you.



Individual Wellbeing sessions

As part of the lead-up to Wellness Week, the university's occupational health provider (UKIM) is providing 4 days of wellbeing assessments in June. 2 days at the Headington Campus, 1 day at Marston Road and 1 day at Swindon.

One of the days at the Headington Campus will have a focus on Men's health issues, whilst the other 3 will provide staff the opportunity to discuss a range of lifestyle issues as well as looking at other factors such as an individual's blood pressure.

Individual Wellbeing Sessions

Sessions are available on the following dates:

- 3 June - Marston road, room MRG20 (Individual Wellbeing)
- 9 June - Headington Campus, room CLC2.03 (Men's health)
- 10 June - Headington Campus, room CLC2.03 (Individual Wellbeing)
- 24 June - Swindon Campus, room JOF.G.11 (Individual Wellbeing)

PDR Review - we'd love to hear your views

We are reviewing our approach to the PDR over the coming months and would really value your feedback. There are a number of ways to get involved:

Survey

This [short survey](#) asks what you would want to see included to make the process more meaningful and effective from an individual perspective as well as seeking insight around what the PDR process should aim to achieve - what is the wider purpose behind the process? The survey deadline has been extended to the end of June.

Engagement sessions

We are also running online engagement sessions to provide an opportunity to inform the review in a bit more detail.

Colleague/Reviewee engagement session:

These sessions will use interactive exercises and breakout groups to consider:

- What does 'performance' mean in the context of Performance and Development at OBU?
- How could the process better enable people to achieve results and meet their potential?
- Consider what principles might set the tone for how we approach the process to ensure it adds value for individuals and the wider University

You can sign up for these online sessions via [Staff Learning](#):

- Friday 13 June, 1.00pm - 2.30pm

Line Manager/Reviewer engagement sessions

Aimed at those who carry out the PDR Reviewer role, these sessions will use interactive exercises and breakout groups to consider:

- What does 'performance' mean in the context of Performance and Development at OBU?
- How to ensure the process provides value for the individual, team and University
- How does/can the wider system contribute alongside the PDR process to ensuring effective performance and staff development?

You can sign up for these online sessions via [Staff Learning](#):

- Monday 16 June, 12.30pm - 2.00pm
- Friday 20 June, 9.30am - 11.00am
- Thursday 26 June, 1.30pm - 3.00pm

A spotlight on some of our new offer

We have a wide range of new workshops and programmes available. The following provides a spotlight on a small selection:

[Conflict resolution skills for managers](#). This one-day 'intensive' course provides participants with key skills and approaches to help them manage their own and others' conflicts. It aims to increase participants' confidence to secure mutual solutions in difficult situations. It provides any manager with an essential tool in their toolkit.

[Conflict resolution for employees](#) is a one-day course for anyone wanting to gain or develop their skills to help build confidence in handling conflict. By learning these essential skills, delegates can tackle and manage difficult or threatening conflict effectively, helping to resolve situations, reduce stress, and improve mental health.

[Manager as Mediator Programme](#) - This programme consists of five half-day sessions spread across a couple of months to provide participants an opportunity to reflect and embed their learning. It covers the subject area in more depth and equips participants to act as mediator between team members in conflict. This is likely to be of particular interest to managers who may currently be experiencing conflict within their teams.

[Creating Psychological Safety in your Team](#) is a one-day immersion for those who are Ok with being open and working with vulnerability and conflict, including their own. The course offers practical skills, tools and resources to take away and apply.

[The Building High-Performing & Resilient Teams Programme](#) - This programme consists of five half-day sessions spread across a couple of months to provide participants an opportunity to reflect and embed their learning. The programme includes personal development work as well as a more in-depth focus on how to build psychological safety and address potential barriers.

You can find details of all our [workshops and programmes in Staff Learning](#), or see the section above on [upcoming workshops and events](#) for those running over the next few months.

Health and Safety workshops

The [Occupational Health Awareness for Line Managers](#) session is designed to provide line managers with a greater awareness of the role of Occupational Health, how to make an effective referral and what needs to be considered when OH makes recommendations based on an employee's health, and what to do when the OH report doesn't answer your questions. The session will allow for line managers to ask questions but do be aware - it would not be appropriate to discuss individual cases in this session.

[First aid at work requalification](#) is a requirement of your training as a First Aider and Life-Savers that you complete a requalification course. The [first aid at work requalification](#) training course updates the first aid skills of those who need to renew their First Aid at Work certificate.

Online resources

Many of our learning and development resources are now online making them easier to access at a time and place that suits you. We have created dedicated areas on the Staff Learning platform to help you find the development that suits your needs:

- [Leadership and management](#)
- [Wellbeing and personal resources](#)
- [Equality, Diversity, and Inclusion](#)
- [Essential skills](#)
- [Risk and Compliance](#)
- [Professional and career development](#) (including [apprenticeships](#))
- [New starters](#)
- [Customer service](#)

Keeping in touch

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