

Professional Development Support For Senior Staff

SUMS Consulting can help and support staff who have recently joined a university, been promoted internally to a new role, or someone just seeking some reassurance, inspiration or support in meeting the challenges of a senior role in higher education.

As universities face the twin challenges of tightening budgets and meeting the growing expectations of students, they need to equip their staff to lead and deliver change.

Through insightful conversation, coaching can enable your staff to explore their ideas, goals, motivations and challenges, in a confidential and supportive space.

Coaching can help your institution to:

- Support the development of individuals and teams to release their hidden potential, continuously improve, and achieve their targets/goals
- Build the self-awareness and personal effectiveness of staff who need to lead and influence people in a culture where organisational change is rarely straightforward
- Provide research staff with the space to reflect on an ever-changing research landscape, and to explore ways to amplify the impact of their research and to anticipate the demands of their external stakeholders, funders and partners.

Coaching is becoming firmly established as an effective form of development for university staff, with research indicating some impressive outcomes (van Nieuwerburgh, 2012; Marcus, 2013).

Members can undertake this service as a SUMS project and use days against their daily allocations, or the service can be provided at an additional cost to members of £3,000 per person.

Contact us at sums@reading.ac.uk for more information.

Professional Development Support

Our Experts

SUMS
Consulting

Susannah Randall, Associate Consultant

Susannah is a communications consultant and an executive coach, specialising in work to support leaders and managers who want to build their personal effectiveness and influencing skills to bring about change.

She completed the Henley Business School's Professional Certificate in Coaching, and has experience working as a SUMS consultant for UCL, the University of Leicester, the University of Dundee, Leeds Beckett University and the University of Reading. A former Head of Communications for the Wellcome Trust, she has also held board-level roles in charities and in the NHS.



"It is often easy to underestimate the perspective that comes from simply stepping back from the day-to-day. Susannah has given me the space, time and insight to do this, and to reflect usefully on goals and long term aims. Our conversations have helped to clarify some key decisions and I wholeheartedly recommend Susannah as an approachable, thoughtful and effective coach."

- Vice President (Communications and Public Affairs), Imperial College London

Alison Price, Associate Consultant

Alison's career has included leading large and complex professional service departments supporting the student experience and academic business of universities. Alison thrives on understanding the problems of clients, developing strong long-standing relationships and networks and finding creative solutions.

She is a qualified coach, having trained at Henley Business School, and since then has provided support to academic and administrative staff across a number of universities including the University of Oxford, London Metropolitan University, Birmingham City University and the University of Wolverhampton.



"SUMS has been a crucial partner in staff development for the professional staff in the Oxford Humanities Division. Its tailored service has been highly effective in supporting staff to develop their management and leadership skills to enable them to thrive professionally in a highly complex environment."

- Lynne Hirsch, Divisional Registrar and Head of Administration, Humanities Division, University of Oxford

Other SUMS consultants are available to provide support across a wide range of speciality areas.