

Creating an Academic Development Framework

As part of their new Organisational Development strategy and roadmap, the University of Derby wanted to develop an Employee Value Proposition, to be publicised and recognised across the entire community. To achieve this, they enlisted SUMS' support to develop a Professional Development Framework. This would be a dynamic, principle-led and outcome-focused approach to achieving more self-reflection, identification of learning needs and positive impact within a constantly changing internal and external context.

Our approach

The initial brief set out an ambition for the framework to be primarily aimed at the academic community, with scope for it to be rolled out to professional services colleagues at a later stage. Following an initial review and comparative benchmarking process, SUMS worked with the University to

develop a framework, with a clear vision, aims and roadmap for implementation.

One of the priorities in developing the framework was to ensure that it was appropriately embedded. SUMS worked on agreement for the vision of the framework and then outlined a programme of activities needed to ensure successful implementation.

The difference it made

The support of SUMS consultants helped to build a focus on employee experience and organisational culture. Following the review, we engaged with staff to ensure the framework was appropriately socialised, aligned to the current cultural blueprint and sought to achieve realistic ambitions for staff. Derby is now moving forward with implementing this framework across the University community.



"I am delighted with the draft framework; it answers the brief perfectly and I have no doubt that the final product will be ground-breaking. Perhaps more importantly, SUMS' stakeholder engagement and approach to the build has been consultative and one of co-creation, completely in line with the ethos of building a better, more engaging employee experience for our people. SUMS has spent time and care ensuring that the delivery is culture-fit as well as future-fit – not an easy thing to do."

MARK HAMILTON

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