Professional development processes

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Introduction

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Why do you want to develop your colleagues?

“Train people well enough so they can leave, treat them well enough so they don’t want to.”

Source: https://www.virgin.com/richard-branson/look-after-your-staff
Learning Styles

• Visual
• Auditory
• Kinesthetic
• Reflective
Different Types

- Off-campus Courses
- Online Courses
- External Trainer
- Staff Dev Programme
- Conferences
- Prof Orgs UCISA
- Seminar/Workshop
- Academic Courses
- Visits to other sites
- Self led Reading
- Buddy Mentoring
- Placement Secondment
- Shadowing
- Voluntary Activities
- Evening Classes
- Academic Courses
Opportunities

Jisc
UCISA
Commercial
BCS
OWASP
Courses and Qualifications
Building the Business Case

- Demonstrate the application of previous training resources;
- How will the new training benefit the business;
- Align the request with the IT strategy;
- Include training as part of project activities;
- Some events provide “letter to my manager” examples;
- Watch out for UCISA bursary opportunities.
Integration

Skills Framework for the Information Age
What does the ideal engineer look like?

- Good business awareness: Prince II and ITIL training/qualification;
- Breadth of experience and interpersonal skills;
- They demonstrated the closest fit to the Person Specification.
Discussion and Feedback…