



DEVELOPING PEOPLE

Maximising individual, team and business performance

Loughborough University



Loughborough is one of the country's leading universities, with unrivalled sporting achievements, internationally acclaimed research and outstanding teaching quality – attributes that helped the University to be ranked 9th out of 118 institutions in the 2011 Guardian University Guide, and 16th in the Times Good University Guide for 2011.



“Developing People worked closely with us to deliver interventions that met our needs and expectations. They were very professional and provided an excellent service.”

Clare Bradshaw, Staff Development



We have delivered a range of interventions for the University. Our interventions have included:

- ◆ Working with the University's HR Director to facilitate the University's HR Away Day to help the function understand that significant challenges lie ahead for the University and also for HR, which will require HR to change, and be motivated and positive about the ability of HR to change.
- ◆ Designing and delivering a tailored leadership development programme for a number of the University's front line supervisors. The aim of the programme was to develop the confidence and skills of the supervisors to manage the performance and development of their staff more effectively. The programme used best practice models and methodologies that delivered real value in the workplace and leadership exercises and case studies to retain learning.

What was the impact?

Our work has provided the following benefits to the University:

- ◆ The supervisory leadership programme improved the management of performance, development and discipline of staff, as well as developing more effective and productive working relationships between supervisors across the university.
- ◆ The HR away day helped the HR function to face up to the challenges of reduced government funding and prepare plans to meet their challenges and deliver services in a more effective way.

