

Session Title:	Building and encouraging teams engaged in the sector
Speaker(s):	Edit Liebhardt
Chair:	
Reporter:	Andrew Cooper

Speaker/Institution Bio/Information:	Edit Liebhardt: Regional Student Recruitment and Access Manager, University of Reading
Overview/Aim of session:	<p>Session was to be delivered by two speakers, but due to a last minute change only Edit could present.</p> <p>Edit's half of the session concentrated on building regional teams</p>
Workshop Content	Explored how Reading built up new regional teams. Pros was people knew the region, cons people may not know the university. Session explored how team can be developed and good practice from Reading
Case Studies/Examples:	<p>Initial issues creating regional teams</p> <ul style="list-style-type: none"> • Lack of knowledge of university • Lack of knowledge of teams • Different ways or working needed to be developed • Isolation of individuals • Regional differences • Limiting Factors <ul style="list-style-type: none"> ○ Time ○ Budget ○ Size of Team ○ Position <p>Reading started team on campus. Showcasing the departments and institution as well as building connections with other teams. Twice a year regional teams come to campus for 3-5 days to ensure Good working environment</p>

	<ul style="list-style-type: none"> • Set up home office. Ensure they have all equipment before they start • Important to make sure they feel welcome from the start <p>Catch Ups</p> <ul style="list-style-type: none"> • 1-1s regularly • Sub team meetings, invite to come • Wider team meetings so all included <p>Socialise and Training together</p> <ul style="list-style-type: none"> • Create shared experiences with regional colleagues • Ensure collaboration between sub and wider teams <p>Run join projects. This builds knowledge and ensures wider goals are met</p>
<p>Scenarios/Roundtable discussions:</p>	<p>What made you choose this session?</p> <ul style="list-style-type: none"> • How to advertise roles. • How to target. Each region is different. How to draw the line • Regional Networking <p>What would help/what has helped your team</p> <ul style="list-style-type: none"> • Working across projects. • Flexibility on targeting
<p>Questions and Answers:</p>	
<p>Summary Key takeaways:</p>	<p>Golden Rules</p> <ul style="list-style-type: none"> • Communication – regular between manager and team and wider university team • Build Community within team • Flexibility • Collaboration • Thanks and remember to ask for help