University of Reading

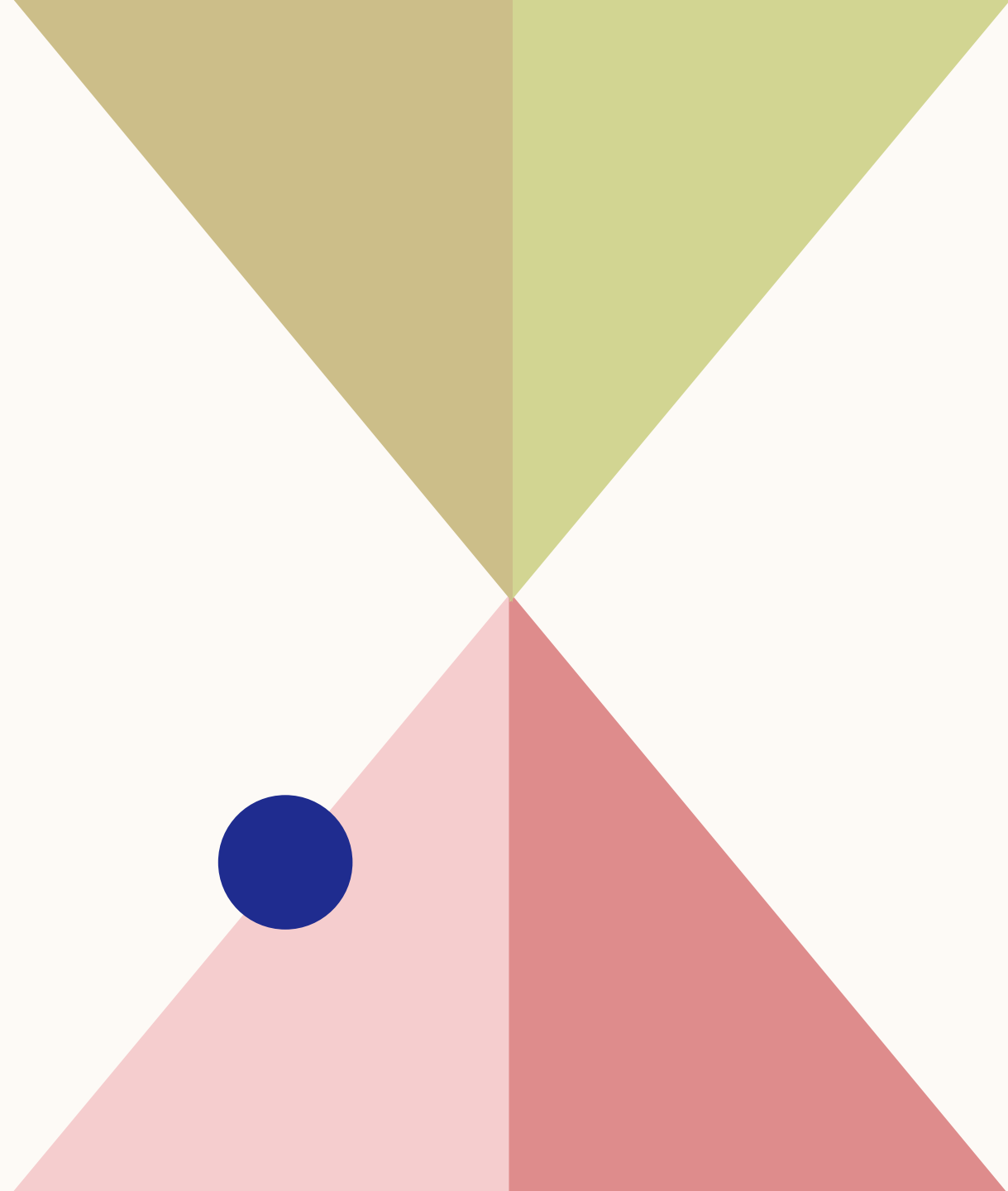
Building and encouraging teams engaged in the sector

Edit Liebhardt
Regional Recruitment and Access Manager

HELOA National Conference
Friday 13 Jan 2023

AGENDA

- Why this session
- Problems
- What we tried
- What will you do?



Starter Discussion

WHAT WOULD YOU LIKE TO GET OUT OF TODAY'S SESSION?
WHY ARE YOU HERE?

INITIAL PROBLEMS

- Lack of knowledge of University/Campus
- Lack knowledge of central team and vice versa

  “What do you guys do?” “You never collaborate!” “Oh you didn’t know?”
- Different ways of working develop
- Isolation of individual
- Limiting factors: Time, budget, size of team, position, etc

Discussion

WHAT IS YOUR BIGGEST CONCERN/ WORRY/ DIFFICULTY TO OVERCOME?

WHAT WE TRIED

- Start on campus
- Home working environment
- Catch ups
- Joint projects
- Socialise and train together

WHAT WE TRIED

START ON CAMPUS

- First week of each employee on campus
    - Get to know central team, the university and the campus
    - Builds connection to institution
- Twice a week 3-5days on campus as a whole day
    - Networking and relationship building
    - Off hand conversations
    - Sub-team meeting to discuss projects
    - If possible merged with team days

WHAT WE TRIED

GOOD WORKING ENVIRONMENT

- Regional team as well looked after at home as central in office
- Particularly comms equipment - headphones
- A desk when in offices
- Budget permitting

WHAT WE TRIED

CATCH UPS

- 1-1’s – as manager get to know in role specific difficulties
- Sub-team – share best practise and updates
    - Invite individuals or sub teams to share work
    - Find opportunities to collaborate
- Wider team meeting – wider updates
    - Reinforce processes
    - Knowledge transfer

WHAT WE TRIED

SOCIALISE AND TRAIN TOGETHER

- Shared experiences
- During time on campus or special time set aside
- Mini team and wider team
- Nurture relationships in regional team and central team
- Break down communication walls
- Organised or spontaneous – even lunch

WHAT WE TRIED

JOINT PROJECTS

- Learn to rely on each other and trust each other
- Work with other managers to see where links might be useful
- Individual build working relationships and discuss day to day issues
- Working practises align
- Builds links within teams and contribute to wider goals
- Reduces manager admin/ updates/ micro management

Discussion

WHAT WOULD HELP? WHAT HAS HELPED YOUR TEAM?

WHAT WILL YOU TAKE AWAY?

MY GOLDEN RULES

- Communicate
- Build community
- Collaborate
- Thank and ask for help

- For me: Coaching skills

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Thank you

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