

## Development plan

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**Membership number:** 24688642

**Covering the period from:** January to December

What do I want/need to learn?	What will I do to achieve this?	What resources or support will I need?	What will my success criteria be?	Target dates for review and completion
Write a chapter in an HR textbook on Strategic Human Resource Management with a key focus on the Psychological Contract, Reward and Recognition	Work in collaboration with the publishers 'Swelton Education' and a colleague and Employment Law Specialist.	Support from my colleagues  Time over the term to write the first draft	The publishers will determine the acceptability or otherwise of my writing. Success would be the chapter being accepted for inclusion within the next edition of the textbook – 'Human Resource Management'.	December
Present a paper at a recognised National Conference	Submit a working paper for consideration by the conference committee	The paper will require reviewing by my peers, their support in this respect will be essential.	Acceptance of the paper as part of the conference proceedings and an invitation to present the paper at the conference.	April
Teach on the MA on HRM	Liaise with existing lecturing team to develop material suitable for delivery at this level.	Support from other members of the lecturing team  Access to current databases, e-journals, articles, case material and personal research	Inclusion in formal Lecturing Team Student achievement in formal assessment.	September

## CPD record

Key dates	What did you do?	Why?	What did you learn from this?	How have/will you use this?
January	Developed a website to support Human Resource	The use of computer based learning grows apace. Conscious of wanting to reflect current thinking in teaching and learning, ensure easy access to learning material by all students and	A lot! Establishing an interactive website is technically demanding and editorially challenging. In addition, the process was tightly controlled by	It is my intention to develop a similar learning resource at my current institution.



	Management and Human Resource Development modules.	promote innovation and creativity in delivery methods I developed an interactive website designed to support and extend the material delivered in lectures.	policies and procedures developed by the Information Services department – all of which had to be adhered to.	
April	Review and rewrote the Higher National Diploma in Business Studies Human Resource Management and Human Resource Development modules.	The programme had been offered in the same format for the previous four years. Academic research and understandings of HRM and HRD had changed, as had 'best practice', and these development needed to be reflected in the material being studied by the students.	Essentially the exercise honed my strategic project management skills and again emphasised the importance of regular liaison with key stakeholders, the value of scheduled planning meetings and the development and agreement of a detailed action proposal with clear time lines indicated. The importance of regular review was also highlighted.	As an academic and professional lecturer I am constantly involved in the strategic review of educational courses. On each occasion I am involved in reviewing, redesigning, moderating or developing a new programme of study I become more experienced and proficient. All the expertise I am able to continue to develop in this area will always be of continuing value.
June	Writing and marking of examination scripts.	As part of my role as a senior lecturer I have responsibility for the preparation and marking of final year examination scripts in a BA degree programme and for the year two CIPD students.	This experience was both traumatic and rewarding. The absolute precision with which the questions need to be written cannot be overemphasised. I learnt how to read the same question from many different angles and then rewrite it to ensure there was no ambiguity. I learnt to actively seek the objectives assessment of my colleagues and how an untainted pair of eyes can be very valuable!!	The exercise was incredibly valuable and I learnt a great deal about writing, the central significance of the abstract, referencing and style. All this learning continues to be of value and has improved how I write and prepare courses and lectures.
September	Became a mentor for a new member of staff.	To increase my awareness, skills and understanding of being a mentor.	The importance of communication and developing a relationship was open and trusting. Just phoning to say 'Hi, everything OK?' was really important in letting the new member know you were available should they want to talk about any issue no matter how big or small.	I enjoyed the experience and it demonstrates how crucial making time to support your staff is. I have an idea for using the same principles with new students.
December	Attended a conference on supporting students via distance learning.	I recognise the increasing importance of making learning accessible in ways which are not traditional or necessarily conventional. Taking education into the community and distance learning is a strategy supportive of the government's 'Widening Participation' agenda. Increasing my awareness of this strategic aim is therefore vital use of computers.	The government's strategy to widen participation involves making education accessible to those who are currently under-represented. By attending the conference I was able to learn how to achieve this goal by using the computer more effectively.	I am currently using the knowledge and skills I gained to plan and write distance learning material. I intend to develop an interactive web page which can be accessed by students twenty-four hours a day and through which they can download material and enter into dialogue with myself and other students.

