



Support for New People Managers

People and Organisational Development

Contents

Welcome 3

People Management and our 2025 Strategy Map 3

Our Partnership with Chartered Management Institute 3

Chartered Manager Status 3

Our Management and Leadership Programmes 4

Huddersfield Leader Framework 4

Coaching and Mentoring 4

Talent Management - The Talent Hub 5

Managing and Improving Performance 5

Personal Development and Performance Review 5

Human Resources (HR) Policies and Procedures 6

E-Learning Modules 6

LearnUpon: Management and Leadership related E-Learning 6

LinkedIn Learning 6

ManagementDirect 6



Welcome

Welcome to the University, in these first few months you'll find there's lots of help and support available to make your settling in period as simple and productive as possible. At the University we are always looking to create a culture where great management and leadership is embedded at all levels and across all Schools and Services. Being a people manager can be both a challenging and highly rewarding role, to help you we've put together this pack which has a useful guidance and signposting to further resources that will be invaluable to you in your role as a people manager.

People Management and our 2025 Strategy Map

Our 2025 University Strategy Map's 'People First' agenda is to *Grow an inclusive community of leaders and managers to develop people to achieve excellence.*



Our Partnership with Chartered Management Institute

We have partnered with the Chartered Management Institute (CMI), the only chartered professional body in the UK dedicated to promoting the highest standards in management and leadership. We (in People and Organisational Development) are an accredited CMI Centre, which enables us to deliver CMI qualifications directly.

Chartered Manager Status

At the University we are driving an ambitious objective of: [awarding Chartered Manager \(CMgr\) status to 100% of our managers & leaders.](#) Awarded by the CMI, Chartered status demonstrates a commitment to best practice, ethical standards, and a professional approach to managing people.



Our Management and Leadership Programmes

As a pre-requisite to applying for Chartership, all people managers need to complete either our in-house CMI Level 5 Management and Leadership Programme or the CMI Level 7 Strategic Leadership Programme or already hold similar CMI qualifications. Our CMI programmes are designed to get different people managers from around the University collaborating and learning together. Have a look at our [Management Matters](#) webpage for further details on our programmes and how to apply.

Huddersfield Leader Framework

The [Huddersfield Leader Framework](#) has been designed to show what best practice in management and leadership at our University looks, feels and sounds like. Created after consultation with a large cross-section of our University community, it outlines the core competencies and behaviours for all people managers. Each competency has a short description that managers can use to help guide them when using the framework. It outlines what your teams can expect from leaders and managers. Find out more in this short [video](#).

Coaching and Mentoring

As a manager and leader, you might be interested in developing your own coaching and mentoring skills, we offer coaching and mentoring training and have access to a number of coaches and mentors to help you in your role. If you'd like to become a coach or mentor

have a look at our [Coaching and Mentoring](#) webpages. If you would also like to discuss an opportunity to have a coach or mentor, please complete our [Request Form](#).

Talent Management - The Talent Hub

Have a closer look at the [Talent Hub](#) webpages where you will find some great tools and resources, from guidance on completing the PDPR process through to holding effective talent conversations and using our [9-Box Talent Grid approach](#). We are continually developing this site, so please keep checking back to see what's new here.



Managing and Improving Performance

Our 2025 [University Strategy Map](#) aspirations will be achieved through aligning the performance, development, and behaviours of our people. For more information about our sessions and resources, please click [here](#).

Personal Development and Performance Review

The Personal Development and Performance Review (PDPR) is part of a much wider people management toolkit that also includes probationary reviews and 1:1's. It has been created as a mechanism for reviewing your teams performance, by setting and reviewing SMART objectives, discussing future development needs, and, embedding our [values](#) through the process. To find out more about the PDPR process and useful resources, please click [here](#).

Human Resources (HR) Policies and Procedures

HR have an array of support resources that you can use in your new role. Here you'll find policies on HR matters, ranging from advice on absences from work to championing equality, diversity, and inclusion. Please click [here](#) to find out more.



E-Learning Modules

LearnUpon: Management and Leadership related E-Learning

As a new starter you'll have been asked to complete some mandatory E-Learning modules during your induction. We also have many more management and leadership related E-Learning modules to support your development and day-day-day people manager role. For more information, please click [here](#).

LinkedIn Learning

All University staff also have access to a full suite of LinkedIn learning sessions. There are several modules specific to the manager and leader role that might interest you. Follow [this link](#) for information on how to set up an account.

ManagementDirect

Management Direct is the CMI's online learning portal, supporting Chartered Managers with up-to-date resources including books, articles, and videos, categorised by themes, and aiding self-directed learning. Please click [here](#) to find out more.

Resources

- ❖ [Management Matters Webpage](#)
- ❖ [Talent Conversations and the 9 Box Grid](#)
- ❖ [Huddersfield University Talent Hub](#)
- ❖ [CMI Chartered Manager Status Case Study – Video link](#)
- ❖ [Coach/Mentor Request Form](#)
- ❖ [Coaching and Mentoring Information – P&OD Website](#)
- ❖ [CPD for Chartered Managers Info – P&OD Website](#)
- ❖ [HR Policy Pages on the Staff Hub](#)
- ❖ [Leader Framework - Video link](#)
- ❖ [Learn Upon eLearning Modules](#)
- ❖ [LinkedIn Learning](#)
- ❖ [Management Direct](#)
- ❖ [Personal Development and Performance Review Guidance](#)
- ❖ [Strategy Map 2025](#)



