Opportunity

Provide opportunities for professional and personal development for staff and students:

- Encourage participation in mentoring schemes
- Ensure managers lead on post-PDR actions
- Advertise, actively promote and facilitate participation on training courses, e.g. Principal Investigators Programme
- Promote the annual URL/AP/RoD exercises
- Encourage effective succession planning and capacity building
- Provide students with opportunities to present their work and attend conferences

The University, Division and Department offer various mentoring schemes for staff and students, including schemes for academic leaders, researchers, administrative and support staff. Detailed information about each of these can be found on the NDM webpages: www.ndm.ox.ac.uk/learning-and-development.

The Oxford Learning Institute has provided bespoke training for NDM staff over the last number of years, both on the ORC site and at our overseas units. They have committed to a programme of events this year, which include; Project Management Basics, Handling Conflict, Assertiveness, Managing People and Time Management. Theses training events are publicised via posters and email.

Personal Developments Reviews are now mandatory for all NDM staff (excluding those who have reviews linked with the NHS). This process of self-reflection and assessment is important in the identification of training and development needs as well as the setting of objectives for the year ahead.