

## Blue Sky Newsletter

### Graduation 2017

This event has become a firm favourite of tutors and students alike in Norwich with this year's being a first for Colchester.



Colchester 2017 Graduates

Blue Sky were pleased to see its first CIPD Intermediate cohort graduate in April. The evening started with canapes and a glass of fizz—a fine way to start a celebration— followed by guest speaker, Paul Lowes from Ossia HR Ltd, who spoke of his varied career in HR with some sage advice for our students.

There was a new venue this year for our Norwich graduation ceremony and a new partnership with the CIPD Norwich group. After 3 very successful graduations at the Assembly House in Norwich we decided that it was time for a change and approached the Sainsbury's Centre for Visual Arts to find out what they could offer. At the same time, we were discussing how the CIPD Norwich group could reach out to the student population in HR.

The new venue was a great success—more canapes and fizz– (you can see a theme here) a stunning location and a chance to peruse the fabulous art. We were very lucky to hear from 3 guest speakers: Becky Wilson from Pure Recruitment discussing how to develop your HR career, Claudia Bangs, who spoke about her varied HR career and Caroline Rust talking about 'your brand'.



Norwich Intermediate graduates



Norwich Advanced graduates



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## Cambridge, here we come!

Blue Sky were very pleased to announce in March this year that we had been awarded approval by the CIPD to deliver all three levels of HR qualifications from a new venue in Cambridge. This is the final piece of the geographical expansion puzzle, to ensure that we can support students across East Anglia from Norwich, Colchester and now Cambridge.

The face to face element of our courses is fundamental to our students' success and they have told us that having a local venue, which isn't difficult to get to and has ample parking is important to them. Studying whilst working is

difficult enough, and a trek to London or Manchester can add to the problems. So we have tried to find locations that help with that—The St John's Innovation Centre and Allia Future Business Centre are both just off 2 main routes on the outskirts of Cambridge with free parking and also terrific public transport links, including the new Cambridge North railway station.

We will not only be delivering CIPD courses from Cambridge but also hope to include ILM and bespoke courses to organisations in the area.



Roger Taylor

## Tutor close up - ROGER TAYLOR

I have been one of the Associate Tutors with Blue Sky since September 2012 and before that I was a Civil Servant for nearly 40 years, taking early retirement in the summer of 2012. My first career anchor was in International Trade with what was then the Department of Trade and Industry, which included a 3-year spell with the Foreign Office in Geneva, working with the United Nations. I changed career paths and moved into what was then the "Training Section" within DTI, before moving to The Insolvency Service as L&D Manager. This was followed by a move to HM Customs & Excise as Head of Training Services before returning to the Insolvency Service where I was Head of People Development & Learning until 2012.

Although I started as an HR Specialist (L&D) I eventually became an HR Generalist, becoming involved in the areas of Performance Management, Recruitment & Selection, Assessment Centres, Talent, Change

Management and Leadership.

I currently deliver a range of CIPD and ILM modules across different levels. At CIPD Advanced Level 7 I facilitate the Leading and Managing People Module (7LMP) as part of the Core Units and the Learning and Talent Development Module (7LTD) from the Optional Units. At Intermediate Level 5 I deliver Business Issues and the Context of HR (5CHR) and Managing and Coordinating the HR Function (5HRF) modules.

For the ILM students I have delivered the Developing and Leading Teams and Becoming An Effective Leader modules and later this year will be delivering Managing Innovation and Change, Develop Your Leadership Style and Assess Your Own Leadership Capability and Performance.

I have thoroughly enjoyed working with all the different CIPD and ILM students and look forward to meeting more of you soon.

*"Branch Ambassadors can be involved as much or as little as they are able, with the flexibility to focus on those topics or events they are passionate about..."*

## CIPD Branch news

Getting involved with your local CIPD branch is a great way to network and keep professionally up-to-date. Branches are run by volunteers, and the more people involved the stronger they become.

Our branch was split into three groups, and many of you will have attended events run by Norfolk, Cambridge or Peterborough Committees. In order to spread our network wider and reach more people across this wide geographic area the branch needs to evolve. There will be a period of reflection and consultation over the summer to ensure that the Branch delivers what members want. The new structure will consist of one Leadership Team for the whole area supported by CIPD Ambassadors who lead locally on particular geographies or topic areas. Branch Ambassadors can be involved as much or as little as they are able, with the flexibility to focus on those topics or events they are passionate about, without the commitment of regular monthly meetings. In order for this to work, it is vital to have the input of as many members as possible. Whether you are able to commit to a Leadership role; whether you like the idea of running a local event as an Ambassador; if you have particular subject knowledge; or if you feel strongly about the type of events you would like to attend (or even watch online), we need to hear from you!

Please contact Sam Sales, Branch Chair, at [angliachair@cipdbranch.co.uk](mailto:angliachair@cipdbranch.co.uk) for more information.

# Thoughts from Colchester and Ipswich CIPD Group by Jackie Clifford, Chair and Blue Sky tutor

## Fixed or Growth. What's your mindset?

In her 2006 book "Mindset: How you can fulfil your potential", author Carol Dweck describes two mindsets that we can adopt – a "fixed mindset" and a "growth mindset".

As I read (and listened to) Dweck's ideas about the fixed mindset (believing that your qualities are carved in stone) versus the growth mindset (believing that your basic qualities are things you can cultivate through your efforts), it struck me that one of the things that we are trying to do as HR professionals is to cultivate growth mindsets across our organisations.

It also struck me that if we are going to cultivate this mindset, we probably need to start very close to home!

As individuals, a growth mindset helps us to learn, develop and improve our performance throughout our career. It helps us to see that learning doesn't stop when we've remembered some information; learning continues when we apply that information in new and different ways. And it goes even further when we reflect on our experiences and consider even better ways of doing things.

For organisations, a growth mindset can help us to reduce the "this is just the way it is" idea that can stifle creativity, innovation and trying new ways of working. It can support organisations to develop an ethos of continuous improvement and development.

The CIPD's HR Profession Map offers us some ideas around behaviours that we can adopt which will help us to cultivate a growth mindset in ourselves and those we work with.

I strongly believe that we should explore the Profession Map outside of the academic realm and consider how it applies in the 'real world'.

Ask yourself whether you truly deliver on the "courage to challenge" behaviour – whether that's about challenging yourself or challenging peers, colleagues and executives in your organisation. Think about how you apply your "curious" behaviour as you explore new ways of working and thinking. And how do you "role model" your own willingness to change and develop as you ask others to change what they do and how they do it in your own workplace?

That's to name just three of the eight behaviours that the CIPD has identified as essential to us all!

The challenge that faces each of us, within and outside the HR world, is to look at our own continuing professional development in new and different ways.

Of course it's wonderful if, as a dedicated CIPD member, you are attending CIPD events locally and nationally (I would say that – I'm chair of the Colchester and Ipswich CIPD Group!!!). (How many times can I say CIPD in one short paragraph!?)

But let's look wider, let's think about how we deliver our work each day and let's ask ourselves what we have learned from the tasks we've done and the interactions that have taken place.

Let's look outside our own profession at the local, national and international landscape and ask ourselves what we can learn from the mistakes and triumphs of others.

Let's hunt for evidence of good practice and let's be willing to consider that new evidence emerges constantly which may cause us to completely change our ways of thinking and working.

And let's be willing to listen to others who have different views to our own.

My belief is that, by viewing our own development as a perpetual process, we will see that there are infinite possibilities for building a bigger, better and brighter future for us all – at individual and organisational levels.

**What do you think?.....**

*As individuals, a growth mindset helps us to learn, develop and improve our performance throughout our career.*



## Blue Sky Professional Development

After working together for over 20 years on CIPD and Management programmes, Beth and Kate established Blue Sky 4 years ago. Their aim was to continue delivering first class courses with an excellent achievement rate and to further develop these in terms of courses on offer and locations around East Anglia.

## Programme Portfolio

### Chartered Institute of Personnel and Development (CIPD)

Foundation Level 3 Award, Certificate and Diploma in Human Resource Practice  
Intermediate Level 5 Award, Certificate and Diploma in Human Resource Management  
Advanced Level 7 in Award, Certificate and Diploma Human Resource Management

### Institute of Leadership and Management (ILM)

Level 3 Award, Certificate and Diploma in Leadership and Management  
Level 4 Award, Certificate and Diploma in Leadership and Management  
Level 5 Award, Certificate and Diploma in Leadership and Management

### Bespoke Training

We design and deliver bespoke training packages for HR and Managers that can also be linked to nationally recognized qualifications on subject such as

- Leadership
- Coaching & Mentoring
- Recruitment
- Developing staff
- Delegation
- Motivation

## Blue Sky Professional Development

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