

AUTUMN 2019

BLUE SKY

PROFESSIONAL DEVELOPMENT

NEWSLETTER



CONGRATULATIONS!



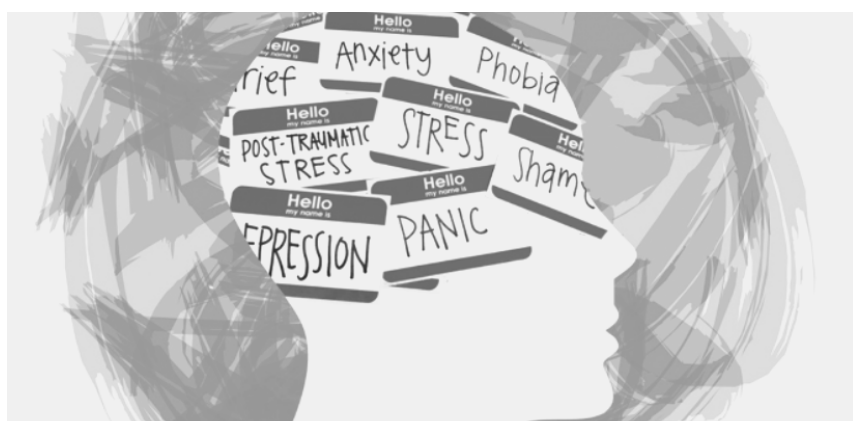
We had a wonderful evening in Norwich earlier this month celebrating the success of some of our students who had passed their CIPD and ILM qualifications. The event was kicked off by Milee Brambleby, who was very entertaining speaking on the topic of Conflict. Who knew that just by living with someone else we manage conflict on a daily basis! This was followed by Steve Way, a fellow of CIPD, whose team have recently won an award for one of their learning & development programmes. He highlighted the importance of individualising learning (One size doesn't 'Fitz Hall') and bravely discussed Gungor's idea for the difference between men's brains and women's brains.

MORE THAN MENTAL HEALTH

The topic of Mental Health is, quite rightly, not going away and with World Mental Health Day just behind us we were all reminded how important it is to not only look after our own mental health but as employers to encourage the conversation around mental health and wellbeing with staff.

In July we hosted an event on this topic, featuring three guest speakers and organised by Tom Oxley from Bamboo Mental Health. So what did we learn...Tom introduced the Bamboo Beehive, a model covering a range of areas that businesses can address to create a culture of wellbeing. Laura Biggart, Senior Lecturer in Psychology and her team at the UEA have been researching resilience in the workplace and have created a model for organisations to use to create a supportive working environment. Their research showed that creating a psychological safe haven can reduce anxiety. The Secure Base Model provides a framework for building a strong, supportive team including Co-operation, Acceptance, Sensitivity, Team Membership and Availability. Workplace conflict can cause stress and anxiety so reducing and managing it successfully can help alleviate this. Milee Brambleby from Common Sense Services offers organisations a mediation service as well as training for managers on conflict resolution. She advised us that healthy conflict can be good as it can encourage creativity and proposed that the three elements needed are Confidence, Communication and Curiosity. The final speaker Doug Frame, Head of Employment at Fosters Solicitors said 'Employers have a general statutory duty to make a suitable and sufficient assessment of the risks to health and safety to which their employees are exposed while at work' and this includes the risks to their mental health.

The high demand for this event shows that HR are looking for ways to improve mental health and well being in their organisations. According to Mind UK '56 per cent of employers said they would like to do more to improve staff wellbeing but don't feel they have the right training or guidance' We are planning other events like this one in the new year so please keep a look out for the information as it comes through.



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... it is also important to have trusting relationships within the team in order to manage the emotional demands of the work'
Laura Biggart

LEVEL 7 NEW VENUE AND DISCOUNT

Some of you may have seen that we have sourced a new venue in Diss for CIPD Level 7 workshops. It is hoped that this will enable students from Suffolk and Essex to join our cohorts, starting with the next optional units. The venue is based just outside of Diss with a great café next door, near to the train station and lots of parking available.

To promote this, we are offering a 15% discount to any new starters who have been recommended by a current or former student, or any student who has part completed. If you know of anyone who would like to gain their level 7 please let them know.



HR SUPPORT MEET UP GROUP

It is with regret that this group is in the process of disbanding as the founder and organiser Martine Twigg has moved into other work arenas. We had some very good feedback and attendance at these events over the last 9 months with speakers on Employee Experience, Recruitment and Coaching & Mentoring. We hope that our future Expert Talks will help plug some of the gaps but if anyone would like to take this group over we would love to hear from you.



APPRENTICESHIP NEWS

The HR Apprenticeships have been running for just over a year now and during this time we have worked closely with the Colchester Institute (our apprentice partner) to develop the programme with our first apprentices due to go through the End Point Assessment in a couple of months. Regrettably, as of the 1 October the ESFA reduced the funding by £500 for level 3 and by £2000 for level 5 and as you can imagine this has had an impact on what we can deliver for the level 5 and has meant that any new starters on this level will study the Certificate in HRM and not the Diploma, however, with a chance to top up for a fee if they want to.

Following the success of the HR Apprenticeships at levels 3 and 5 we have been told that the new Level 7 Apprenticeship—Senior People Professional, has been submitted for approval. We will let you know the moment we hear any more. If you are interested in finding out when we know please get in touch.

WELCOME NEW TUTORS

We have had two new tutors join us in Norwich recently and we would like to take this opportunity to welcome them to Blue Sky. Lorna Taylor is a senior HR professional with experience mainly in the public sector, and also lectures at the UEA. Marian Graveling, works as an HR consultant as well an Executive Coach and has a great deal of experience working with charities, and the public sector.

100% pass rate

Well done to our level 7 students and Roger, their tutor for the excellent Leading, Managing and Developing People exam results.

PROGRAMME PORTFOLIO

Chartered Institute of Personnel and Development (CIPD)

Foundation Level 3 Award, Certificate and Diploma in Human Resource Practice

Foundation Level 3 Award and Certificate in Learning and Development

Intermediate Level 5 Award, Certificate and Diploma in Human Resource Management

Advanced Level 7 Award, Certificate and Diploma Human Resource Management

HR Apprenticeships in partnership with Colchester Institute

Level 3 HR Support Apprenticeship

Level 5 HR Consultant/Partner Apprenticeship

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

Leadership and Management Apprenticeships in partnership with CS Training

Level 3 Team Leader/Supervisor Apprenticeship

Level 5 Operations/Departmental Manager Apprenticeship

Bespoke Training

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

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

ABOUT BLUE SKY

After working together for over 20 years on CIPD and Management programmes, Beth and Kate started Blue Sky 6 years ago. Established in Norwich, with the aim to deliver first class programmes with individualised support leading to high success rates, this was soon extended to Colchester and last year included HR apprenticeship programmes.

Blue Sky Professional Development
The Henderson Business Centre
51 Ivy Road
Norwich
NR5 8BF

Phone: 01603 251558

E-mail:

Office@blueskypd.co.uk

www.blueskypd.co.uk