



HR Global UK Study Tour

The [ACU HR in HE Community](#) is inviting members to join a 12 day cross-institutional and cultural HR development programme for senior HR practitioners in higher education, run by [HR Global Innovations](#).

The HR Global Study Tour will take place in the UK from 14-25 May 2018 and will include:

- Attendance to the [UHR \(Universities Human Resources\) Conference](#) in Bristol
- Field trips to selected national organisations in the UK, with briefings on the UK policy context and higher education leadership and initiatives that are driving current university HR initiatives. These include the [Universities and Colleges Employers Association \(UCEA\)](#) and the newly merged [Office for Students](#).
- Visits to selected UK universities where participants will be provided with institutional briefings and case studies, demonstrating thought leadership and innovation in HR in the sector, and share ideas on future directions.

There will be a maximum of 20 delegates, accompanied by HR Global Innovations facilitators and mentors. It is expected that delegates will come from Australia, New Zealand, Canada, other Commonwealth countries and the Middle East.

The programme accommodates both group learning and individual goals and a high level of interactive participation through a mix of presentations, discussions, case studies, meetings and site visits. The programme is a two way learning experience where delegates will:

- Develop knowledge of higher education in an international context
- Learn about innovative Human Resource Management strategy and practice
- Exchange views and expertise with other participants in a global context
- Network with fellow HR practitioners and key players at the host universities
- Collectively work on institutional case studies and develop new thinking and approaches to solving specific HR or institutional problems
- Evaluate own practice against international standards
- Learn how HR departments in other institutions are organised, resourced and deal with specific HR challenges.

ACU members are entitled to preferential rates

Registration fees

There are the following three options available:

Option 1: Full attendance for the 12-day programme, which will include attendance at the UHR Conference in Bristol, from the 22-25 May in Bristol, and site visits to the University of the Arts, London School of Economics, University of Liverpool, University of Lancaster, Nottingham Trent University, the University of Birmingham and a visit to the historic city of Bath on route between Birmingham and Bristol.

Option 2: ½ tour attendance for the first week of the tour (Monday 14 May - Friday 18 May), which will include site visits to the University of the Arts, London School of Economics, University of Liverpool, University of Lancaster and Nottingham Trent University.

Option 3: ½ tour attendance for the second week of the tour (Sunday 20 May - Friday 25 May), which will include attendance at the UHR conference in Bristol, a site visit to the University of Birmingham and a visit to the historic city of Bath on route between Birmingham and Bristol.

The costs of the 3 options (including single room accommodation, breakfast, dinner and travel between venues) are as follows:

Registration Type	Cost
Option 1 (includes registration and accommodation at the UHR Conference) <ul style="list-style-type: none">• ACU members only• Non ACU members	£4,190 £4,440
Option 2 <ul style="list-style-type: none">• ACU members only• Non ACU members	£1,842 £1,967
Option 3 (includes registration and accommodation at the UHR Conference) <ul style="list-style-type: none">• ACU members only• Non ACU members	£2,439 £2,564

The registration fee **does not** include travel to and from London and the home destination, as well as accommodation prior to and post the programme and on the nights of 18-19 May 2018, which will be free time for delegates.

HR Global application criteria

Applications will be assessed against the following criteria by the HR Global Innovations team:

- Currently working in a higher education institution with a well-developed HR function
- At least 10 years' experience in human resources, with a minimum of 4 years in a senior role, i.e. Director of HR (or equivalent), Deputy Director or Senior Manager, with responsibility for a diverse HR portfolio
- A breadth of experience across the HR function, including strategic planning, programme development and implementation
- Clearly articulated learning objectives from programme participation
- Demonstrated support from senior institutional management

The application process

The closing date for registration is **13 April**.

Applicants will need to submit:

1. A **covering letter** of no more than 2 pages (excluding attachments) outlining:
 - A summary of your HR experience, qualifications and current career objectives

- A brief overview of your institution, including HR structure, resources and key strategic goals
- A brief description of your current role, including key accountabilities, achievements and challenges
- An outline of the areas you would be seeking to strengthen or develop through participation in the programme
- Potential case studies you could bring to the programme, e.g. successful recent initiatives or key challenges you are seeking to resolve.

(Attachments such as job descriptions, organisation charts, etc are recommended)

2. A full **CV**

3. A **letter of endorsement** from a member of the senior executive of your home institution articulating learning and career development expectations from the programme.

Email applications to: applicationsuk18@hrglobalinnovations.com

If you would like more information on the programme or have questions, please contact:

Steve Daysh: stevedaysh@hrglobalinnovations.com (Australia, the UK and Europe)

Liz Bare: lizbare@hrglobalinnovations.com (Africa, Asia, Pacific and New Zealand)

Brian Mallory: brianmallory@hrglobalinnovations.com (Canada, North America and the Caribbean)

John Steele: johnsteele@hrglobalinnovations.com (Australia and the Middle East)

Study Tour Programme

Monday 14 May – Friday 25 May 2018

Week 1

Monday 14 May

9am – 1pm (at ACU)

Introductions

Meetings with Co-facilitators to provide the context in which higher education policy is formulated, with particular emphasis on the drivers influencing the governance, conditions of employment, engagement and development of institutional staff.

Briefings from HR Global, UCEA, ACU.

2.15 – 5pm

Site visit to a London-based university, Royal College of Art, with UHR briefing.

Accommodation: Copthorne Tara Hotel

Tuesday 15 May

10am – 3pm

Site visit to University London School of Economics

Late Afternoon

Travel to North Midlands

Accommodation: The Stanneylands Hotel, Wilmslow (North West)

Wednesday 16 May

Daytime

Site visit to the University of Liverpool

Evening	Dinner Accommodation The Stanneylands Hotel, Wilmslow (North West)
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Thursday 17 May	
Daytime	Site visit University of Lancaster
Evening	Dinner Accommodation The Stanneylands Hotel, Wilmslow (North West)
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Friday 18 May	
Daytime	Site visit to Nottingham Trent University
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Friday 18 May – Sunday 20 May	
The weekend will be free-time, although arrangements will be made to transfer delegates to Birmingham where activities in the first part of the 2 nd week will be based. NB: HR Global to arrange activities for those who stay with the main group.	
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Week 2	
Sunday 20 May	
Evening	Tour dinner in Birmingham or surrounding area Accommodation: Hilton Birmingham Metropole
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Monday 21 May	
Daytime	Site visit to University of Birmingham Accommodation: Hilton Birmingham Metropole
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Tuesday 22 May	
Daytime	Travel to Bristol, including a visit to Bath Attend the UHR Senior HR Forum at conference venue in Bristol
Early Evening	Check into conference hotel and register for the UHR Conference, followed by Conference Cocktail Hour
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Wednesday 23 May	
Daytime	Attend the UHR Conference in Bristol
Evening	Dinner, followed by a UHR organised social activity
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Thursday 24 May	
Daytime	Attend the UHR Conference in Bristol
Evening	Conference dinner
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Friday 25 May	
Morning	Breakfast, then travel to London
Afternoon	1/2 day International Workshop Possible inclusions:
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- Structured discussion with key players on the future of HR in HE
- Lunch with discussion on Thought leadership/Branding

Debrief by participants



The **ACU HR in HE Community** is a forum for all university staff working in human resources – from the most experienced HR directors to those looking to expand or develop the HR function at their institution. The community brings colleagues from across the Commonwealth together to share good practice, showcase ideas and initiatives, and discover potential avenues for collaboration. To join the Community or find out more, visit www.acu.ac.uk/hr-in-he or email hrinhe@acu.ac.uk



HR Global Innovations provides advice and services to the education sector on a global basis with a strong focus on strategy, people and change. The team of consultants works with universities, colleges and schools in developed and developing countries and collectively have completed assignments in over 60 universities worldwide. Managing people, systems, process and change is the specialty of their team of consultants. Further details about who we are and what we do can be found at: www.hrglobalinnovations.com