



**2024 Programme of the Residential School Alumni Network
A CALL FOR ACTION**

As a member of our HUMANE Residential School Alumni Network you have the unique opportunity to learn, get support from and be inspired by peers in higher education from across Europe.

Now you can also contribute!

Nominate speakers, share your ideas/best practices, and meet your colleagues in higher education from many different universities for inspiring discussions.

Organisational Development is key in HE. However, HEIs are often change resistant and do not always manage to keep their best staff, managers and change specialists. How can universities better market themselves to potential staff, to attract the best talent to professional services, onboard them effectively, develop and retain staff in professional services.

Our Alumni Network will offer a one-year programme on these themes in 2024, with two free of charge webinars and one half-day workshop attached to the HUMANE Annual Conference on 12-14 June at the University of Amsterdam. Our three events will focus on:

- Recruitment & Marketing
- Retention & Staff Development
- Legacy & Higher Education Ambassadors (post-employment in HE)

1. [Our Webinar on 9 February: Recruitment and Marketing - how can we attract people with the right competencies?](#)

We are seeking speakers from HR in our HUMANE institutions, and beyond the webinar would like to continue the conversation on LinkedIn.

We are also calling for cases that could be discussed during our face-to-face workshop (HUMANE Annual Conference). What skills are the most important skills, which competencies are most difficult to recruit?

- What are the most important skills for employees within professional services?
- How can we assess the skills, aptitudes and attitudes that we need?
- What skills and competencies are the hardest to find through our recruitment processes?
- How can we better promote the HE sector to attract a new generation of professional services leaders?
- What are the key benefits and the 'myths' that might put people off from a career in HE? Does the HE environment "unknowingly" exclude applicants, who might be more attracted in other sectors?
- Do academic diversity & inclusion programmes help attract new people to higher education?
- What conditions must we meet to create an attractive working environment for generation Z?

2. [Our face-to-face workshop \(linked to the HUMANE Annual Conference\): Retention and Staff Development](#)

We are seeking speakers who have carried out some research on staff retention, modern working environment and spaces, leadership, professional development, work engagement...

We will invite some alumni who have submitted cases (as a follow-up of our webinar) to speak during our workshop.

- What are the most important factors and strengths to keep our staff at our institutions?
- What kinds of efforts have the best effect on keeping our staff? (examples)
- What factors generate good morale?
- How can we provide attractive packages compared to the salaries offered in the private sector?
- How can we incentivise and develop our workforce (long serving staff and new staff): induction for new staff; investing in people, among other through high quality professional development programmes and structured career pathways
- How can we grow the next generation of senior managers of professional services?
- How can we make our campus and work environments highly attractive and embrace hybrid working?
- How to empower professional services staff within a complex academic environment?
- The value of mentoring, development coaching and objective setting for the post-holder (not just for the post)
- How to build a modern professional services legacy, creating 21st century HE ambassadors? (the next generation)?

3. [Webinar in autumn \(8 November\): Recruitment - renewing our staff](#)

We are looking for speakers who have experience and can share experiences about strategies related to staff redundancies, reduction and staff leaving our institutions.

- How do we work with conflict management?
- How to form a good exit of staff who have other plans?
- How do we get good ambassadors for our institutions even after staff leave our institutions?
- How do we analyse and plan for recruitment after key personnel leave our institutions?

Please email your suggestions to Cecilia Heidelbergger cecilia.heidelbergger@humane-brussels.org and we will work on your ideas with the Chair of the Alumni network Margit Nothnagl and the Network Steering Committee.

22.11.2023