



THE LONDON SCHOOL
OF ECONOMICS AND
POLITICAL SCIENCE ■

LSE 2030 - Developing LSE for everyone

HR Strategic Plan – Professional Growth

“We will empower staff and colleagues to shape and own their development by ensuring learning and development is at the very heart of what we do... no matter what stage of your career you are at.”

HR Organisational Learning webpages

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HR



Aligning with LSE 2030 - commitment

Investing in our community

To invest in supporting and developing all our researchers, educators and professional service staff. Encourage on-campus life through support of professional development.

Being open all life long

To implement collaborative initiatives and build communities which facilitate lifelong relationships for our LSE colleagues, and encourage active involvement with LSE's community life.

Ensuring LSE works for everyone

To provide development opportunities at all levels which enable everyone to fulfil their potential and for their contributions to be valued. To encourage a growth mindset in which individuals own their own development and participate in citizenship activities.

Creating a sustainable LSE

To create a learning organisational culture which supports an approach of “freedom within a framework” and streamlines administrative processes whilst supporting staff mobility and innovation.

The ambition:



How a focus on professional growth contributes to LSE 2030

PROMOTE	a learning organisational culture to empower staff to shape their own development, innovate and lead change
ENABLE	exposure to different skills and expansion of networks by increasing the use of internal expertise and external collaborations
IMPROVE	talent attraction and retention through development of career pathways and enhanced staff mobility; future-focused skills and talent linked to succession planning
INCREASE	productivity and foster equitable and inclusive working practices through enhanced development of management and leadership capability at all levels
EMBED	new blended learning solutions to support agility, flexibility and work-life balance

Initiatives to support professional growth

- Pilot individual learning accounts to encourage staff to take ownership of own development
- Deliver PSS Talent Enablement Strategy to strengthen ‘growing our own’ and improve pipeline promotion, including creation of talent management pool to aid retention where posts are to end
- Develop School-wide onboarding approach which continues to include ‘Flying Start’
- Internal career pathways and increased focus on developing staff employability skills (CV & interview skills)
- Leadership support and coaching for academic colleagues
- Collaborative approach to Research staff development
- External secondment programme and mentoring scheme
- Development centres for PSS Band 7 and above
- Easy access to information to support professional development, including the use of remote learning microsites with training tailored to career stages
- Develop leadership capabilities in a blended environment
- Review CDR process and link with Contribution Award to encourage increased completion rates
- Enhanced apprenticeship opportunities
- Targeted set of guidance and resources for new managers, including a suite of pocket guides on key HR topics