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Why and how leaders must develop technical talent

Suhel Miah MBA, FCMI

HEaTED Programme Manager



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[Poll 1] Who is in the audience?

- I am a manager
- I am a leader
- I am practicing self-leadership

What is talent?

- **Talent** and **skills** are sometimes used interchangeably
 - A natural aptitude, inner quality or flair (**i.e. technique or expertise in a technical role**) that emerges effortlessly
 - An acquired ability, learned with effort
 - Both are an ability that *leads to individual success*
- Definition can vary according to context and point of reference

2010

2020

2010 STUDENT TUITION FEE INCREASE CHANGE:

Student, staff and onsite/campus experience became a number 1 strategic objective, leading to investment in social spaces, bricks and mortar, and internationalisation agenda

Gradual restructuring & reduction of technicians over a decade

Hands-on skills, spaces and practical L&T reduced

Financial challenge (Seismic)

Rapid restructuring and reduction of technicians?

Idle and poor utilisation of spaces, online & remote L&T focus

Drop in student numbers

Financial challenge (Stellar)

2020 COVID-19 PANDEMIC CHANGE:

What will student, staff and onsite/campus experience look like? Where will investment take place (by those who are able to)? How will technicians contribute to academic delivery? How will the pandemic impact on the technical talent?

[Poll 2] Gauging views and perspectives

Developing talent is a fundamental role of leadership

[Agree/Disagree]

No matter how good you maybe at what you do, you still need to develop new skills and competencies?

[Agree/Disagree]

Why we must develop technical talent

Diminishing
existing
talent pool

Boost
engagement
& morale

Increase
potential &
performance

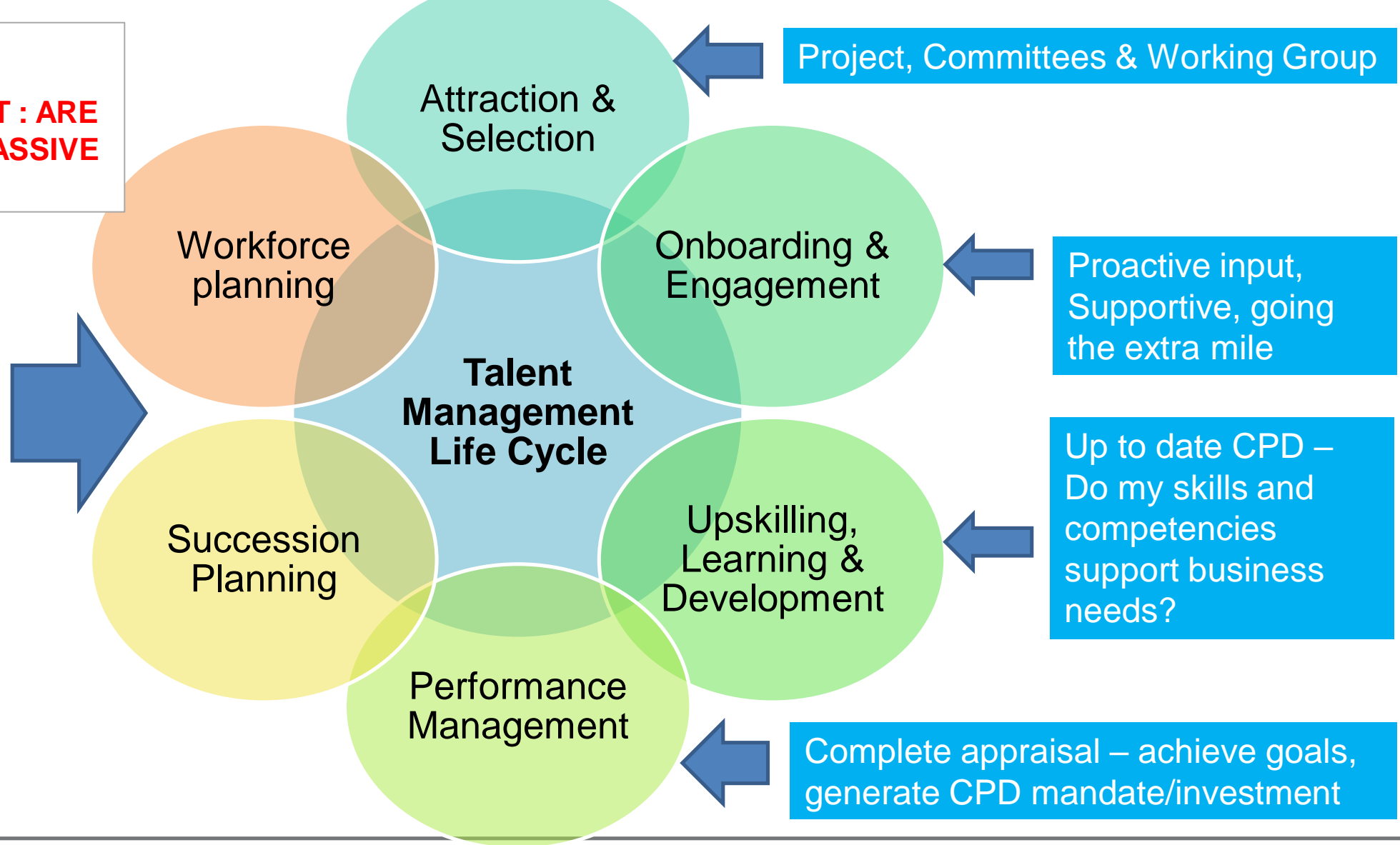
Adapt to
needs &
demands

Capable of
dealing with
uncertainty

[POLL 3]

TALENT DEVELOPMENT : ARE YOU AN ACTIVE FOR PASSIVE AGENT?

Thinking ahead and having **Leadership conversations with stakeholders**, driven with solutions and ideas. Engaging in task groups where possible: sharing views, & perspectives. Anticipating change self-direction, and channelling effort.



Focus of our breakout session today

1. Identify and explain the issues we need to consider in developing technical talent?
2. How should we nurture the talent of technical professionals?
3. How can technical team members, leaders and managers be equipped with behaviours and experiences to achieve their potential and talent?
4. How can we effectively manage performance and development in the technical services function?
5. In the context of succession and workforce planning, how can we prioritise talent development with line managers, HoDs and senior leaders?

If you're serious about being a leader...

- **Take home message from the breakout sessions**
- **What will you do to create success for yourself and your team(s)?**

Own, develop
and drive
talent to create
value

show
YOUR
TALENT

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Focus on
personal value
proposition –
why you should
be employed,
be in the team,
project, etc.)

Q&A

suhel.miah@sheffield.ac.uk