



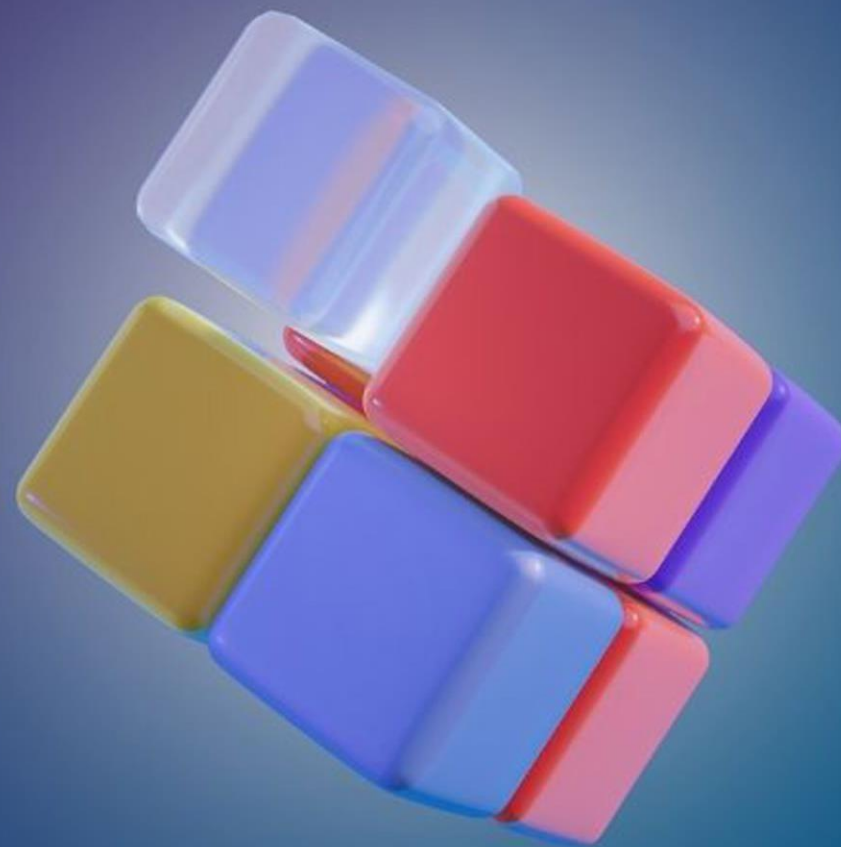
UHR Conference 2025

Online 13 - 15 May

#UHR25

#UHRawards25

#workwithUHR



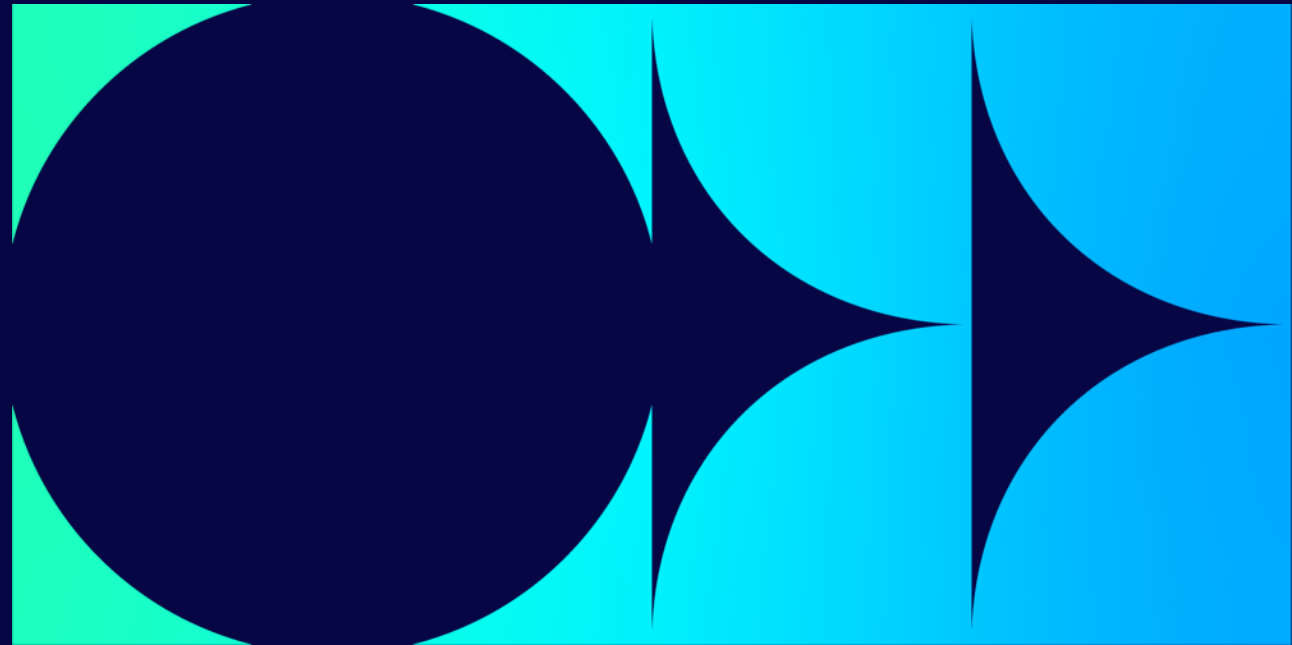
Fostering a learning offer that is Open to People, Places, Methods & Ideas

UHR Conference

Jo Booth, Paul Hillan & Victoria Martin

Organisational Learning, The Open University

May 2025



Welcome



Jo Booth

Organisational Learning
Experience Delivery
Manager



Paul Hillan

Head of Organisational
Learning



Victoria Martin

Organisational
Learning Lead

Let's start with a poll

What is the biggest challenge you face in fostering a learning culture in your organisation?

1. **Time:** Colleagues busy schedules and heavy workloads make it difficult to find time for learning and development activities.
2. **Resources:** Insufficient budget and people.
3. **Engagement:** Colleagues motivation and engagement in learning.
4. **Awareness:** Colleagues being aware of learning opportunities and how to access them.
5. **Mindset:** Passive workplace learning mindset "Learning is courses".
6. **Stakeholder buy-in:** Support and commitment from key stakeholders and leaders.

Open to People, Places, Methods & Ideas

Open to People, Places, Methods & Ideas

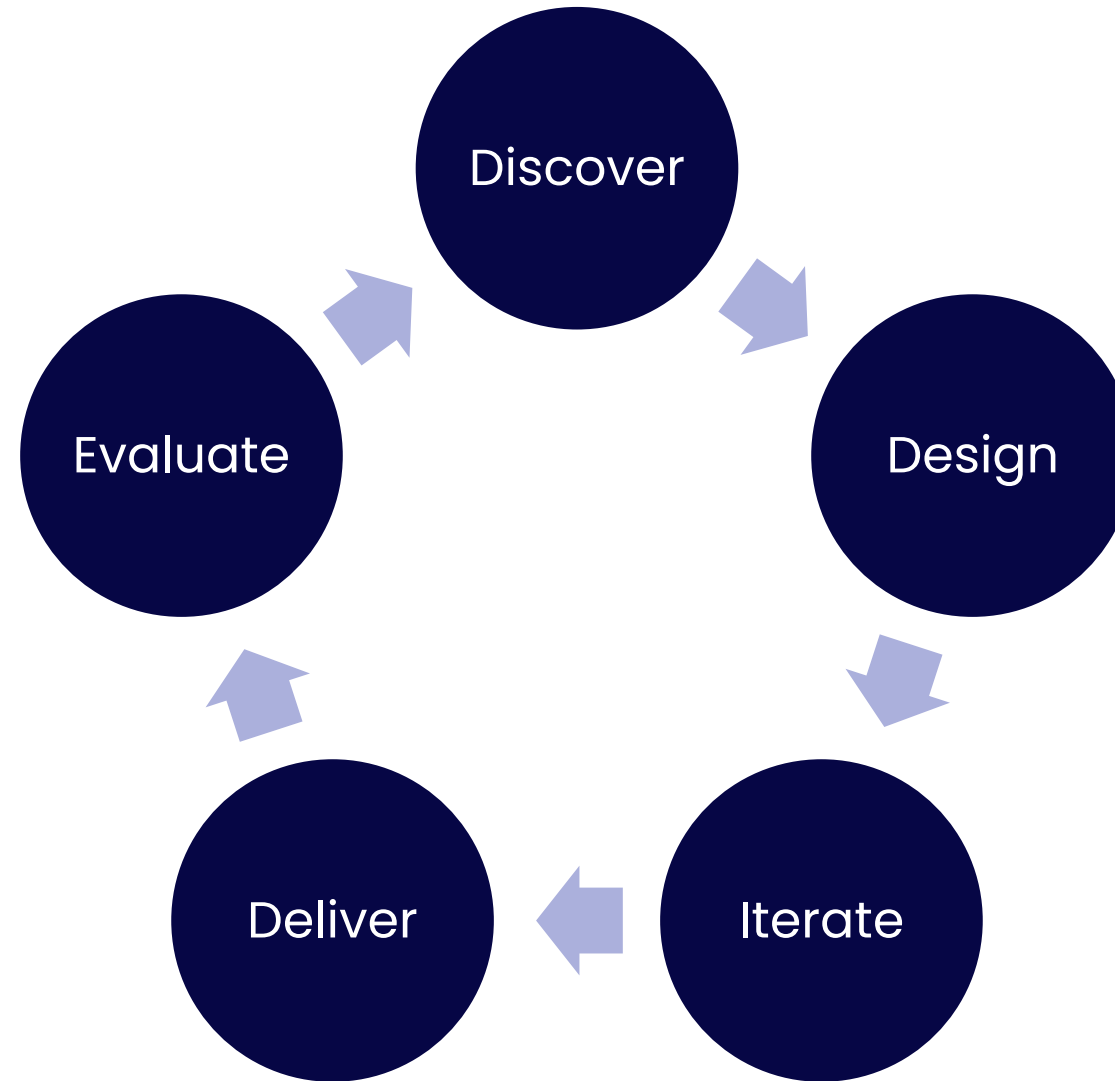
Life changing learning that enriches society

Open to People, Places, Methods & Ideas

Life changing learning that enriches society

Innovative – Inclusive – Responsive

Our 5-step process



1. Tell me what is on offer

1. Tell me what is on offer
2. Help me find what I need when I need it

1. Tell me what is on offer
2. Help me find what I need when I need it
3. Let me learn in the way that suits me

To build the capability and confidence of every person at the Open University, so that collectively we can better support the needs of our students

1. Leadership & Management

2. Digital Skills

3. Compliance & Legal

4. Equality, Diversity, Inclusion

5. Change & Effectiveness

The learning suite

Leadership and Management



Change Capability



Digital, Data and AI



Compliance Training



Learning For All



The learning suite

Leadership and Management

Change Capability

Digital, Data and AI

Compliance Training

Learning For All



Leadership & Management programmes



People Manager toolkits



Virtual workshops & eLearning



Welcome to the OU's Coaching Service

Colleague Learning stories library



The learning suite

Leadership and Management

Change Capability

Digital, Data and AI

Compliance Training

Learning For All

Jisc

Leadership & Management
programmes



People Manager toolkits



OU KnowHow

Virtual workshops
& eLearning



COACHING

Welcome to the OU's Coaching Service

Colleague Learning stories library



The Open University | OpenLearn

Apprenticeships
GET IN. GO FAR

The learning suite

Leadership and Management

Change Capability

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Jisc

Leadership & Management
programmes



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OU KnowHow

Discovery^{Insights}

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The learning suite

Leadership and Management

Change Capability

Digital, Data and AI

Compliance Training

Learning For All



Jisc

Development
Chat Podcast



Learning consultancy



Leadership & Management
programmes



People Manager toolkits



OU KnowHow

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COACHING

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Colleague Learning stories library



My Learning Centre (LMS)

The screenshot displays the My Learning Centre (LMS) homepage. At the top is a dark blue navigation bar with links: Home, Search, My Record of Learning, My Faculty & Unit Learning, and Support. The Open University logo is on the right. Below the navigation bar is a large orange banner featuring a white box with the text "Learning at Work Week 12 - 18 May 2025", a stylized 'U' logo, and the text "Get connected". Underneath the banner is a grid of ten topic tiles, each with a representative image and a title: Learning for All, Compliance Training, Leadership and Management, Change Capability, Wellbeing, Health and Safety, Digital, Data and AI, Academic and Research Development, Associate Lecturer, and Event Calendar. Below this grid is a section titled "More Ways to Learn" containing a grid of ten purple buttons: Apprenticeships, Coaching, Colleague Learning Stories Library, Development Chat Podcast, eLearning Library, Learning at Work Week (LaWW), MicroLearning Library, OL Summer Camp, Open Circles Series, and OpenLearn. The LaWW button is highlighted in orange.

My Learning Centre (LMS)

The screenshot shows the homepage of The Open University's My Learning Centre (LMS). The top navigation bar includes links for Home, Search, My Record of Learning, My Faculty & Unit Learning, and Support, along with the university's logo. A large orange banner features the text "Learning at Work Week 12 - 18 May 2025" and "Get connected" with a stylized 'C' logo. Below the banner is a grid of 10 learning resource tiles, each with a representative image and a title: Learning for All, Compliance Training, Leadership and Management, Change Capability, Wellbeing, Health and Safety, Digital, Data and AI, Academic and Research Development, Associate Lecturer, and Event Calendar. A section titled "More Ways to Learn" contains two rows of five tiles each, listing various learning opportunities: Apprenticeships, Coaching, Colleague Learning Stories Library, Development Chat Podcast, eLearning Library, Learning at Work Week (LaWW), MicroLearning Library, OL Summer Camp, Open Circles Series, and OpenLearn.

Home Search My Record of Learning My Faculty & Unit Learning Support The Open University

Learning at Work Week
12 - 18 May 2025

Get connected

Learning for All Compliance Training Leadership and Management Change Capability Wellbeing

Health and Safety Digital, Data and AI Academic and Research Development Associate Lecturer Event Calendar

More Ways to Learn

Apprenticeships Coaching Colleague Learning Stories Library Development Chat Podcast eLearning Library

Learning at Work Week (LaWW) MicroLearning Library OL Summer Camp Open Circles Series OpenLearn

Supporting Myself Through Change

This section is aimed at supporting you through uncertainty, challenging circumstances and change with a focus on wellbeing, resilience and personal effectiveness.

A grid of eight learning resource tiles for the "Supporting Myself Through Change" section. Each tile includes an icon (Workshop or MicroLearning), a title, and a brief description. The resources are: "Exploring the Change House: Growth and Renewal (Developing Change Resilience)", "Circles of Influence: Focussing your energy (Developing Change Resilience)", "Finding your Ikigai: Personal Development Planning (Developing Change Resilience)", "Finding your Ikigai", "Complex vs Simple: Approaching Different Types of Change", "The Change House Model", "The Circles of Concern and Influence", and "School for Change".

Workshop
Exploring the Change House: Growth and Renewal (Developing Change Resilience)

Workshop
Circles of Influence: Focussing your energy (Developing Change Resilience)

Workshop
Finding your Ikigai: Personal Development Planning (Developing Change Resilience)

MicroLearning
Finding your Ikigai

Workshop
Complex vs Simple: Approaching Different Types of Change

MicroLearning
The Change House Model

MicroLearning
The Circles of Concern and Influence

Programme
School for Change

Managing and Supporting Others Through Change

This section is aimed at colleagues looking to support their team through uncertainty, challenging circumstances and change.

A grid of four learning resource tiles for the "Managing and Supporting Others Through Change" section. Each tile includes an icon (Workshop), a title, and a brief description. The resources are: "Everyday Coaching for Behaviour Change", "Introduction to ADKAR: An Individual Model for Change", "Managing Through Change", and "Value Led Storytelling for Change".

Workshop
Everyday Coaching for Behaviour Change

Workshop
Introduction to ADKAR: An Individual Model for Change

Workshop
Managing Through Change

Workshop
Value Led Storytelling for Change

Open Circles



Open Circles



Open Circles



OC Exclusive!
OC Special!

Open Circles



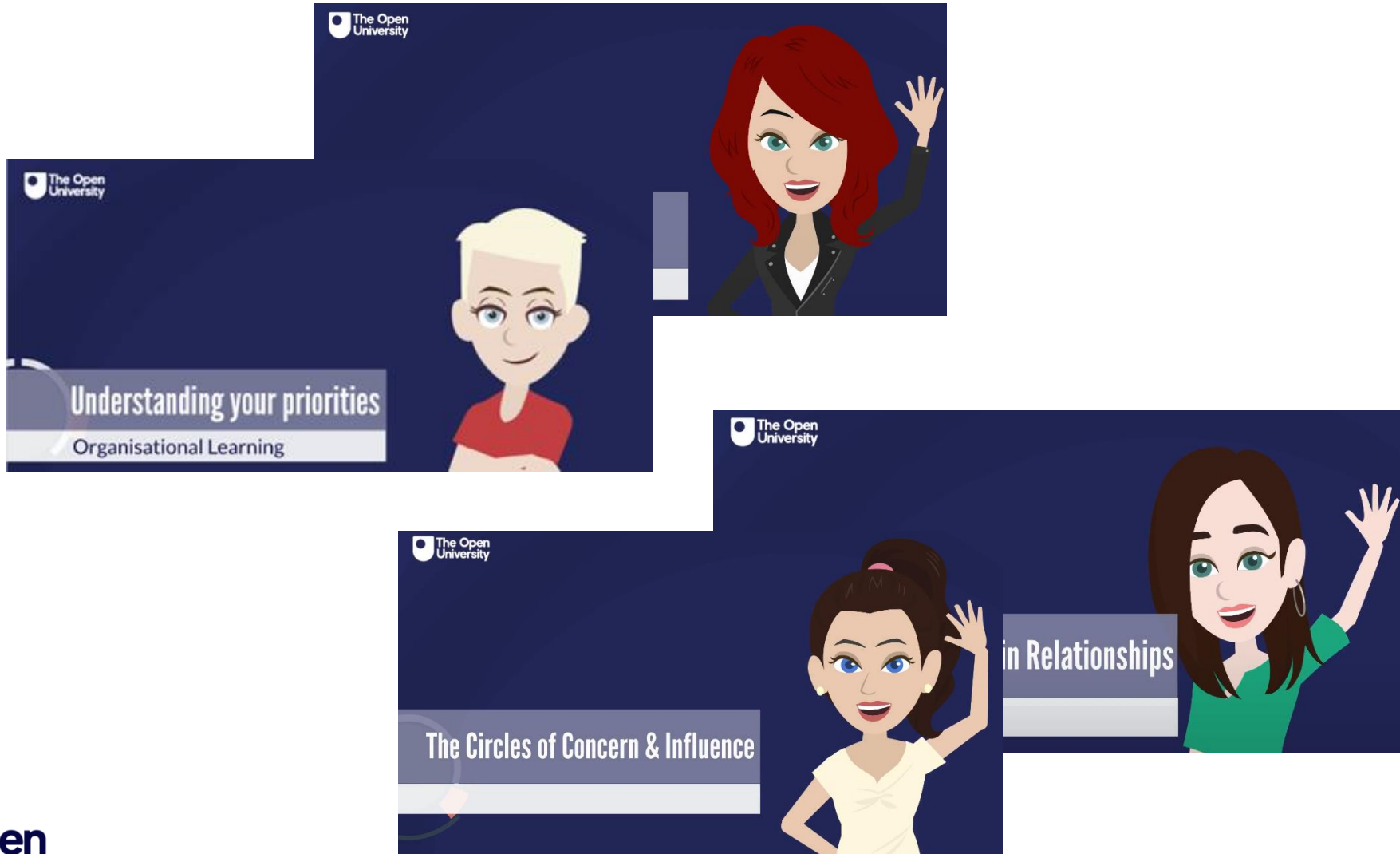
OC Exclusive!
OC Special!

- ▶ Improving the Psychological Wellbeing of Your Team
- ▶ Coping with Uncertainty
- ▶ Tiny Habits
- ▶ Why we should focus more on nurturing curiosity
- ▶ Dealing with Change Positively in Your Workplace
- ▶ How to Build Your Personal Resilience

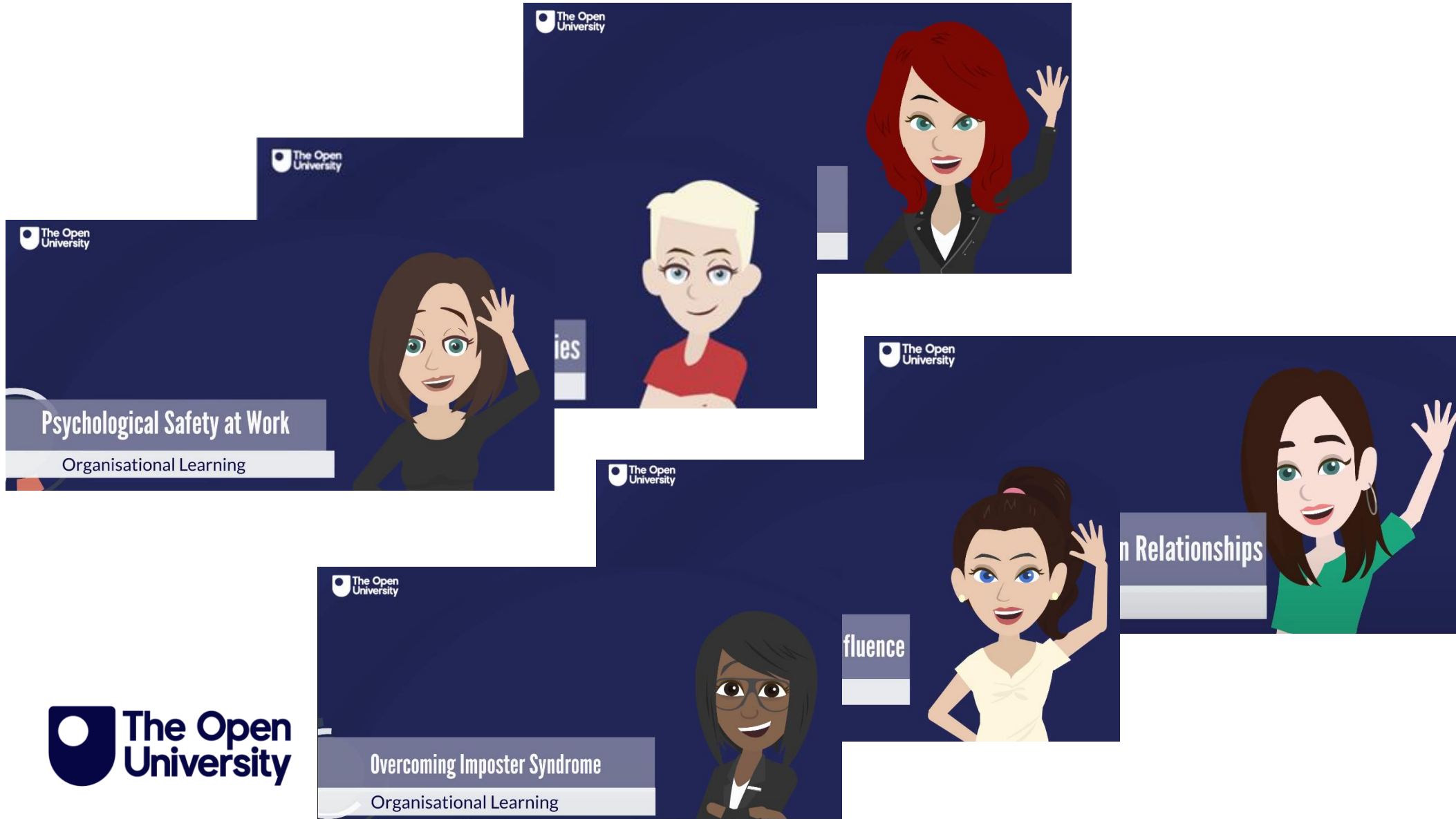
Microlearning



Microlearning



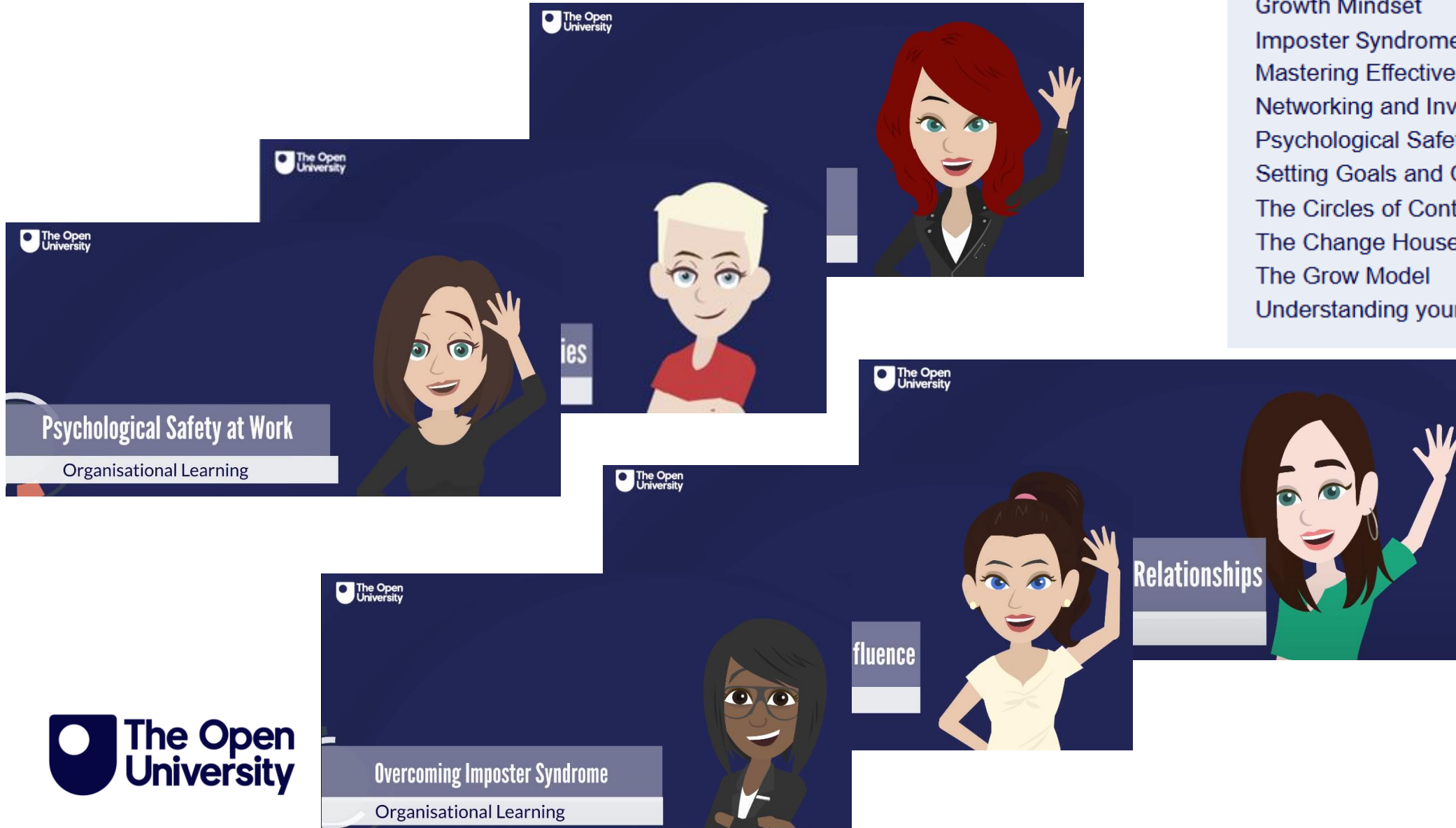
Microlearning



Microlearning

Topics include:

Finding your Ikigai
Growth Mindset
Imposter Syndrome
Mastering Effective 1-1 Conversations
Networking and Investing in Relationships
Psychological Safety at Work
Setting Goals and Objectives
The Circles of Control and Influence
The Change House Model
The Grow Model
Understanding your Priorities



Engagement

Increased Engagement

+31.7%
LMS
logins

7600+
attendees

29,000+
Visits to
online
learning
tools

+35%
WDC
members

+10%
CCN
members

+260%
Colleague
Apprentice

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+260%
Colleague
Apprentice

How colleagues find learning

43%
LMS

22%
Referral

22%
Internal
comms

13%
other

Impact



Personal
Growth and
Confidence

Sense of
Community
and Belonging

Emotional
Support and
Understanding

Impact



Personal
Growth and
Confidence

Sense of
Community
and Belonging

Emotional
Support and
Understanding

Leadership & Management programmes



60%
improved
confidence

54%
Improved
feelings of
wellbeing

54%
Improved
capability

48%
Improved
connected
ness

Impact



"For the Open University, delivering Learning at Work Week has reinforced the importance of connection, curiosity and self-reflection as vital elements of workplace learning. Feedback showed that employees valued the opportunity to connect with other colleagues and felt this helps to build a sense of engagement and belonging."

The Open University's innovative approach demonstrated that fostering a culture of learning is not about simply offering training courses – it's about embedding learning in everyday work, creating spaces for connection and making development accessible to all. Through their efforts, they have laid the groundwork for a stronger, more connected workforce"

- Campaign for Learning

Full Story [LaWW 2024 The Open University](#)

Colleague Engagement Check in survey 2025

68%

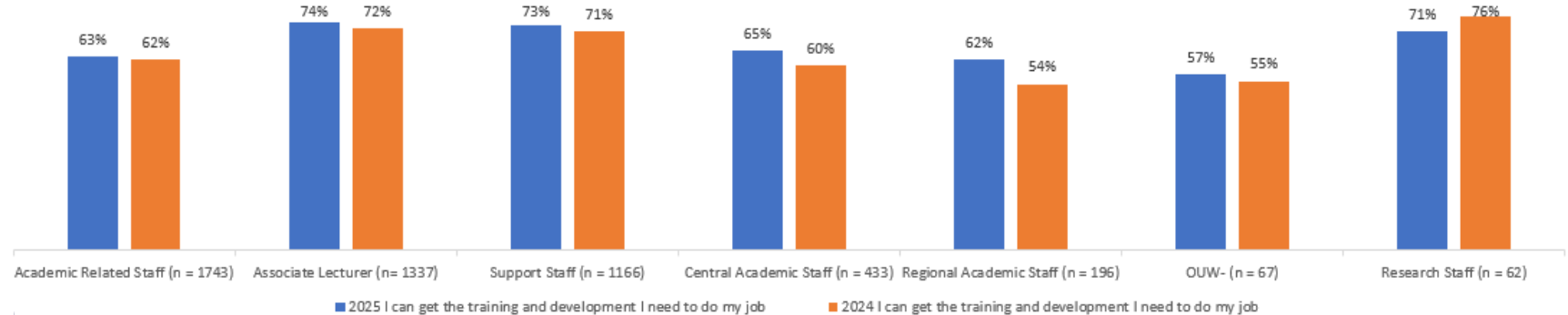
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Skills Development and Career Growth (Views by Colleague Sub-Group)

Colleagues reporting that they get the training and development they need to do their job was highest for ALs (74%), Support Staff (73%) and Research Staff (71%). Lowest score were for OUW (57%) and Regional Academic Staff (62%). Scores are relatively consistent over time. The greatest disparity between 2025 and 2014 is for Regional Academic Staff, with an increase in 2025 of 8%.

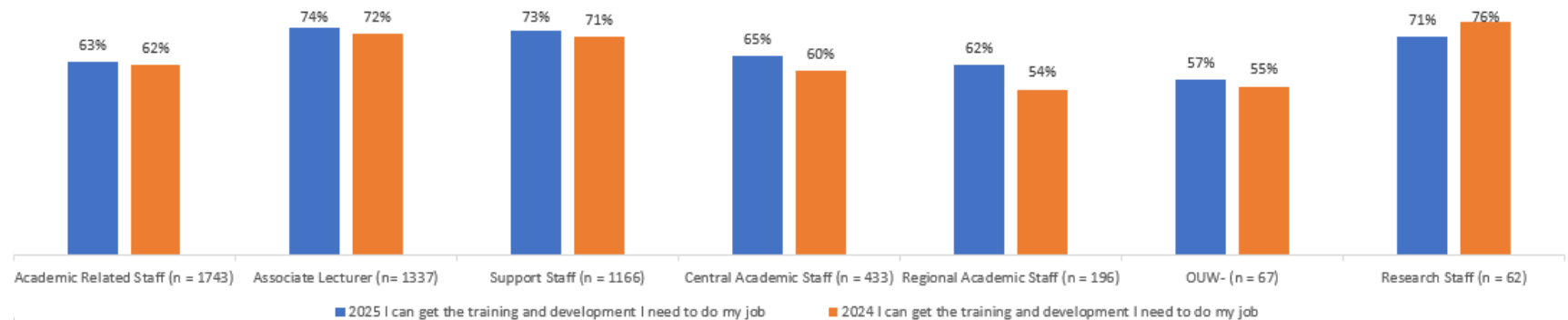


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"Working at the OU has been a positive and rewarding experience. The collaborative and supportive environment allows for growth and innovation, and I appreciate the opportunity to contribute to meaningful work. The emphasis on teamwork and continuous learning makes it a great place to develop both professionally and personally"

"I have found the support and nurturing of my personal development since joining the OU to be exemplary, I am supported in the things I want to do to develop myself"

- Anonymous Colleague Engagement Survey 2025

Open to questions



So, what's your so what?



So, what's your so what?

Please feel free to contact us for any further conversations...

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Victoria.Martin@open.ac.uk + [linkedin.com/in/victoria-martin](https://www.linkedin.com/in/victoria-martin)



Thank you





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