



BIBBY **b** **RUMBELOW**

Providing practical solutions that work

THE DEVELOPMENT PORTFOLIO

ABOUT US

Established in 2008 by current Directors Dr Darryl Bibby and Dr Judy Rumbelow, Bibby Rumbelow is a growing specialist company which provides expert support in all areas of Higher Education development and learning.

As well as offering a selection of tailored learning and development programmes for academics and administrators in universities we also provide bespoke troubleshooting solutions for areas of specific challenge. On a larger scale we offer an outsourcing service for HE organisation and staff development.

We pride ourselves on our practical approach to our work with universities which focuses on making things happen and developing workable and sustainable solutions to the particular challenges of HE.

Who we are

Led by the Directors who have extensive experience at senior level in the university sector, the Bibby Rumbelow team comprises a small number of carefully selected Associates all of whom have a proven track record of working in Higher Education, mostly in a senior managerial role.

Our team includes Associates with strong academic credibility as well as those with extensive experience of income generation in an educational context and those with quality and operational expertise.

Who we work with

We work with a wide range of HEIs in the UK and Europe. Our clients range across the university sector to include traditional and newer institutions. We work with individuals, faculty academic and administrative teams, business development teams, service departments such as Estates and Facilities or HR, senior teams and whole institutions.

You can find examples of specific work we have done on page 7.

WHY PEOPLE WORK WITH US

- **Troubleshooting problems** – our team will work alongside you to solve your problems and implement solutions e.g. improving academic leadership or managing performance
- **Staff development** – providing high quality staff training and development for academics, administrators or senior teams
- **Business development/income generation** – from building databases of employer contacts to setting up and managing meetings with prospective employer clients
- **Strategic planning** – we work with those responsible for strategic planning at all levels to ensure your plan is coherent, validated by the market and focused on the targets and outcomes required to develop and grow your organisation
- **Coaching and mentoring** – we offer individual coaching or mentoring for academic, administrative or senior teams

Outsourcing activity – for some clients we combine several of these areas to take responsibility for a whole area of work across a faculty, department or institution, for example the Bibby Rumbelow team covers all aspects of staff development or organisational development.

OUR PORTFOLIO - PROGRAMMES

The Bibby Rumbelow portfolio is made up of two specific elements – group development programmes and specialist services. Our popular and practical development programmes for groups are designed to develop skills in particular staff categories. Each programme has a standard core but we are happy to customise to meet the exact needs of your teams.

SERVICE Plus*

This is an innovative programme for improving service delivery in HEIs. It is delivered intensively over a period of one or two weeks. The majority of learning takes place on the job with no need to take staff away from their day to day responsibilities. Ideal for preparing staff for change or building new teams, SERVICE Plus is a development programme for university administrative teams which is totally relevant to their work, and fosters a professionalisation of their approach to service delivery.

ACADEMY Plus*

ACADEMY Plus is a leadership development programme for academics who are required to lead an academic programme in roles such as module or programme leader. With a strong practical focus on the responsibilities and demands of academic leadership (often with no line management role) ACADEMY Plus provides a structured and reflective opportunity for new and experienced staff to develop the skills and approaches needed to be successful and efficient academic leaders.

Masterclasses*

Our well established day or half day Masterclasses cover a variety of topics delivered on site to groups of 10 to 30 people. We add to our range of Masterclasses all the time – so if you would like to see our most up to date list please look at our website or call us for our Masterclass brochure. Our Masterclasses specialise in two areas – business development and assessment and accreditation.

To date we have delivered in excess of 50 Masterclasses to a wide range of institutions. We have delivered a series of 10 Masterclasses for HE STEM in England followed by 9 for HE STEM in Wales.

OUR PORTFOLIO - SPECIALIST SERVICES

We use our specialist services for when you need a bespoke solution. We are happy to visit you to discuss your needs and prepare a detailed outline of how we will work with you, including agreed outcomes, timescale and price.

Business development services*

Our business development service provides a cost-effective and simple to use service for identifying, approaching, engaging and maintaining relationships with employer and external organisations.

Facilitation

We provide expert facilitators for awaydays or learning and development events. We can help you to plan your event suggesting activities and approaches or simply run an event you have designed.

Coaching, mentoring and performance management

We offer individual coaching, mentoring and performance management services for senior, academic and administrative staff.

Evaluation

We can undertake evaluation of learning programmes or projects for when you need an external view. We are also able to collect and analyse internal or external market data for you to support decision making and strategic planning.

Shared expertise/consultancy

Our team can work with you to develop shared expertise in response to particular challenges. Examples of how we have worked in this way with previous clients can be found on page 7.

*For more detailed information on programmes or specialist services marked * we have separate brochures – call or email if you would like one.*

telephone: 01858 880801
email: enquiries@bibbyrumbelow.com

HOW TO BUY FROM BIBBY RUMBELOW

We are happy to discuss any of the services described above with no obligation. Our clients often start by purchasing one of the programmes from our portfolio. Many then go on to use our more bespoke services. You can see examples of how this has happened on page 7.

We have fixed prices for our programmes and Masterclasses which can be found on our website. For our bespoke services we will discuss what you need – and visit you to talk further if necessary and then prepare a proposal for you.

We provide individual brochures for the following programmes and services – please call or email to request these.

- **SERVICE Plus**
- **ACADEMY Plus**
- **Business development services**
- **Masterclasses**

If you are interested in a particular programme or specialist services we can often arrange for you to talk to a current client.

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HOW PEOPLE HAVE PURCHASED FROM US

Example 1

Southampton Solent University purchased a SERVICE Plus programme for administrative staff in each of their three faculties to promote the professionalisation of the administrative service and partnership working between academics and administrators to enhance the student experience.

The success of these programmes has led to a cross-faculty SERVICE Plus programme to develop new approaches to student engagement. They also purchased a SERVICE Plus 'Lite' programme where they used their own staff who had previously undertaken the programme to mentor a team of peers doing it for the first time.

Example 2

Teesside University started by purchasing a small number of Masterclasses in business development. Bibby Rumbelow went on to undertake consultancy work with Associate Deans and Business Development Managers in individual faculties to promote and support their work with employers. We are currently working with the university to promote effective team working with whole teams and to support strategic planning for new business engagement on a newly acquired campus.

Example 3

At the **University of Bath** Bibby Rumbelow has worked with a central division to find and grow significant employer contacts in a key sector across their region. The purpose of this was threefold – to develop closer relationships with employers in order to generate income; to facilitate wider knowledge transfer and the increase of enterprise between the university and its regional community; and to understand how real time market research data and published LMI relate to one another and can be relied upon to support strategic and tactical planning.

Example 4

The Bibby Rumbelow Team has delivered a series of 10 Masterclasses on business development, the work-based curriculum and employer engagement to representatives from a variety of UK institutions for the national **HE STEM project**. The success of this series led to the delivery of a second series for HE STEM in Wales.

*Our knowledge and expertise
is a very special blend of
commercial work with
university academic
experience*

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Contact us:
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