1. Policy Summary

The HR Training and Development section forms part of the HR Strategy and Development Directorate with Leadership Development and Organisation Development. As part of its ongoing commitment to the development of staff in the University, HR Training and Development provides soft skills training programmes for all staff, which should be requested through the University's Performance Management Development System (PMDS). Soft skills refer to skills, such as, management, interpersonal and personal development skills that determine strength as a leader, supervisor, negotiator, conflict manager and project manager.

Alongside development initiatives under PMDS, HR Training and Development provides one and two hour skills seminars and health and well being seminars for all staff covering topics such as financial management, pensions, information compliance and work/life balance. These programmes are requested directly through the HR staff development webpage http://www.uod.ie/hr/staffdew/. Job specific or non-standard training can also be provided once an analysis of the type of training requested has taken place. HR Training and Development also supports the Staff Fee Concessions Policy. The Conference Allowance Policy and The Study and Exam Leave Policy.

2. Purpose of Policy

- To provide a framework on soft skills training & development, for all staff in the University through the development of each individual and thereby enhancing the individual's and the University's performance;
- To highlight the level of service offered by HR Training and Development;
- To provide contact details on where to find information on different types of training specific to staff needs within the University.

3. Scope of Policy

This policy applies to all staff in UCD who are responsible for their own or other staff members learning and development. It is from the perspective of HR Training and Development and the soft skills training and development they provide to staff in the University.

4. Policy & Procedures

There are many different types of activities that contribute to an individual's personal development and staff are encouraged to consider the range of opportunities available to them. Some activities are undertaken with the specific aim of enhancing skills and/or imparting information e.g. attending a seminar or training programme, reading, work-shadowing and mentoring. Other activities

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