



# Talent Development Overview

The University is committed to ensuring that all colleagues in all roles across the University are enabled to achieve their full potential through progressive talent development policies and practices.

The Staff Talent Development Unit is an integral part of the University's Human Resources Division.

The aim is to create a systematic approach to Talent Development for all staff, supporting and enhancing the talent of all our staff. This will help to support the ambition of staff in achieving the goals of the University, while helping to shape UL's desired culture.

This is based on five key pillars as outlined below:  
Supporting Ambition, Shaping Culture



01  
Building Leadership and Management Capacity

02  
Developing Talent

03  
Supporting Research

04  
Compliance / Mandatory

05  
Culture / Values

The Talent Development Unit has responsibility for designing and delivering the annual Talent Development Plan, aligned with the strategic goals of the University and in support of development needs as identified under the Performance & Development Review (PDRs). We aim to foster close relationships with academic and professional services departments to support you in achieving your objectives.

An overview of some of the opportunities we currently provide is provided below. We continuously review this to make sure that they are relevant to the current needs of the University and its staff and welcome all suggestions/requests. Where possible, we incorporate these into our annual plans.

## Leadership & Management Supports

- Management Essentials Programme
- PDR Training
- New Heads of Department Programme
- Programme for Current Heads of Department
- Having Difficult Conversations
- PI Leadership Programme
- Manager as Coach
- Meeting Facilitation

## Research & Academic Supports

- Researcher Development Programme
- Aspiring Research Leaders Programme
- Research Ethics
- Grant Writing
- Networking for Research Success – A Key Element of your Research Strategy
- The Entrepreneurial Academic
- PhD Supervisor Training
- Research Career Paths
- Masterclass on Communicating your Research
- Technology Transfer and Commercialisation Seminar Series

## Internationalisation

- Cross Cultural Awareness
- Internationalisation Seminar Series

## Personal Effectiveness

- Project Management
- Presenting with Impact
- Speaking off the Cuff
- Thinking and Acting Strategically
- Influencing Skills
- Time Management Strategies: Work Smarter Not Harder
- Teamwork
- Assertiveness Skills Training





## Individual Supports

- Mentoring

## Compliance Training

- GDPR
- Dignity and Respect
- PDR Training
- Managing Attendance & Sick Leave
- Interview Skills
- Records Management
- Freedom of Information
- IT Security
- Chairing Interview Panels

## Equality Diversity and Inclusion Training

- Unconscious Bias online
- Career Development for Academic and Research Staff
- Career Development for Staff in Administrative Roles

## Wellbeing

- Resilience
- Stress Management
- Lunchtime Seminar Series - "Be Well @ UL"

## How to book a place

To book a place on any upcoming workshop email [hrtalentdevelopment@ul.ie](mailto:hrtalentdevelopment@ul.ie). For more information on each workshop, including training times & dates, click [here](#) or sign up to our Talent Development space on UL Connect for the latest course listings.

## Contact Us

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<https://www.ul.ie/hr/current-staff/hr-talent-development>

## Testimonials

"I had the opportunity to participate in the Career Planning and Development for Support Staff programme and thoroughly enjoyed this experience... The invited speakers were a real highlight and it was so nice to hear from UL colleagues who shared their career journey and advice on strategically pursuing career goals. The 1 to 1 coaching session was a fantastic opportunity to receive personalised feedback and guidance. This course is both empowering and motivating and I would highly recommend it to colleagues."

*Professional Services Staff Member*

"I participated in the Aspiring Research Leaders Programme in 2022 and found it to be enjoyable, illuminating, and informative. The programme consisted of various training activities, networking activities and opportunities to develop a long-term career strategy. The focus, not only developing longer-term goals but also strategizing how to make those goals a reality, was of particular significance and value. Tutors for the programme were engaging, encouraging, and actively worked towards fostering a collaborative and supportive community between participants. I particularly enjoyed the sessions on communication where we were provided with practical tips on managing a broad range of 'difficult' conversations...I've been able to develop amazing friendships because of my participation in this programme."

*Researcher*

"The Management Essentials Programme was an excellent start to a management journey. The virtual presentation worked well and gave me time to absorb the learnings and apply them between each session. It provided useful insights, not only into my own approach to work, but assisting in understanding how others work and how I might be able to adapt my management style to maximise the best return from our team."

*Management Essentials Attendee*

