



Supporting People, Culture, and Environment in Universities in the UK and Beyond

As a leader of research in Higher Education you will be the aware of the importance of developing your people, building your culture, and nourishing your environment as you pursue research excellence. As well as this being part of your everyday endeavour it is also something you will be required to evidence in your submission for the Research Excellence Framework 2029 (REF2029), in a format which will become clear at the end of the pilot phase. For years now I, **Dr Jeremy Hinks**, have collaborated with many universities to support staff across subjects and at all levels of experience, providing services including coaching, training and facilitation. My experience in these practices is considerable and is built on the deep knowledge of the university sector where I had a 23-year career.

Below is a summary of some of my current People Culture and Environment products available to universities, delivered through **Alpamayo Coaching Ltd**. I will be telling more detailed stories about these in the months to come, yet for now this gives you insight into the depth and breadth of my experience which you might be interested in drawing on in the future.

The A to D of Becoming a Professor	A bespoke group and 1-2-1 coaching programme for researchers on the point of application for Full Professorship. Using a behaviour preference tool to catalyse group discussion on habits and motivations, the work moves into a 1-2-1 coaching space for participants to explore what matters to them.
Develop from Within (DfW)	Originally (in 2018) a programme for single subject groups DfW evolved into an offering for mixed groups of academics, from different subjects and levels of experience. The focus was on exploring self and recognising similarities and differences with others, and how to harness them to good effect.
Coaching for Early Career Researchers (ECR)	Running for the last four years, this programme is hosted in a Faculty at the University of Southampton. With over 80 clients and 250 coaching sessions, the feedback from participants has been both incredibly positive and revealing of their need for this sort of opportunity. Delivered alongside my colleagues Gayle Hudson and Marcos Frangos.

1-2-1 Coaching for Researchers from Underrepresented Groups in STEM	This work was commissioned to help ‘build confidence and empower’ those from underrepresented groups. Participants included those whose difference related to one or other of the protected characteristics, as well as difference experienced through neurodivergence or atypical job roles.
1-2-1 Coaching for mid-Career Researchers in STEM	Coaching on this project was provided to Assoc and Full Professors who were looking to progress yet who did not have any place for a conversation about it outside their line management structure. The safe and challenging space offered in coaching was a new experience for all the participants, who welcomed it in helping them experience new perspectives.
1-2-1 and Group Coaching	Most of my Higher Education Clients come to me directly through Alpamayo Coaching, alongside organisations I am delighted to associate with: Advance HE, Vitae, Know You More. I have coached academics and professional services staff from the following institutions, across the range of experience from ECR to DVC: Abertay, Barcelona, Birmingham, Edinburgh, Imperial College, Kings College, Leeds, Southampton, St. Andrews, Sydney, UCL, Warwick and nine EU universities as part of the PLATO project.
Consultancy	Most of my interactions with universities start with a period of consultancy; it’s part of the process of arriving at the best match between the stated need and the service most likely to deliver value. Sometimes my consultancy role is more long lasting, working with Departments supporting their vision & strategic delivery, often in relation to people, culture & environment.
Leadership Training	As well as delivering training and facilitation through Alpamayo Coaching , I also am an associate with Advance HE leading some of the Research Leadership Development Programme (RLDP).

Do you have an interest in any of the programmes described above? If so, please do get in touch using the details shared below. I look forward to hearing from you.



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