



Templeton Bulletin

December 2006/January 2007

Man of the Match

Friday, December 08, 2006

Luke Prince, who works with the College grounds staff, played a starring role in the FA Cup match in which non-league giant-killers Salisbury City held league one team Nottingham Forest to a draw on 03 December. Luke, who was voted 'Man of the Match' for his repeated attacks on the wing, says: 'The FA Cup is the only competition in the world where a side four leagues down can come up and take on a top team. To me, being part of sporting history like that was something they can never take away from me and I will always remember.'

Was he nervous before the match, which was televised live on BBC1? 'Yes, before the game - but once I got on the pitch and had played for ten minutes I realised the other side were human like everybody else. It was a tough match and you've got to have respect for the opposition but not so much that you are overawed.'

Luke began his career playing for Aston Villa before going to Bath University on a sports scholarship. He has worked for the College for three years, which he says he very much enjoys because of the variety of work, the friendliness and the chance to keep fit and continue his career training. One day a week he is released to study for the National Certificate in Horticulture.

The re-match kicks off at 19:45 pm at Forest's City ground on Tuesday. A capacity crowd of up to 18,000 Nottingham Forest supporters is expected - so Luke will be glad of the support that a group of colleagues, who have arranged to travel up by minibus, will give him.

Boat Club President Wins British Indoor Rowing Bronze

Friday, December 08, 2006

Michael Smets, DPhil student and President of Templeton College Boat Club came third in the student lightweight competition at the 2006 British Indoor Rowing Championships (see www.concept2.co.uk/birc.) Finishing in 6:30.2 minutes, he left more than 60 competitors behind him and – in the absence of competitors from Cambridge - helped take eight of the top ten places for Oxford University's Lightweight Squad. Following this early season achievement Michael hopes to secure a seat in the lightweight Blue Boat to race Cambridge in the Henley Boat Races on 01 April 2007.

Jenny Beaton – A Well-Deserved Honour

Friday, December 15, 2006

Everyone at Templeton and Egrove will rejoice the award of 'Hospitality Employee of the Year' conferred on Jenny at Oxford Awards for Catering Excellence dinner held at Christ Church on 14 December. Typical of their reaction was that of Associate Fellow David Pendleton, who wrote to congratulate her: 'It is a richly deserved award. Well done to all the staff at Templeton/Egrove who make everyone feel welcome and are delightful to boot!'

Jenny has worked as Housekeeper at Templeton/Egrove for eighteen years. David Russell from the Russell Partnership, who interviewed Jenny during the judging process enthused about Jenny and her team. David, who has long experience in the field, told guests at the dinner that Jenny was an exceptional housekeeper and that she and her team were an example to follow.

Rep for Rewley Abbey Court

Friday, December 15, 2006

South African MSc student in Management Research Dylan Alexander, has been elected as the student representative for Rewley Abbey Court (RAC). Dylan, who will be responsible for general representation and liaison with regard to student matters at RAC, has been booked on a licensing course in January so that he can act as the College's personal licence holder at RAC for student parties and celebrations there.

Rugby Blue

Friday, December 15, 2006

Dylan Alexander became the first Templeton College to gain a Blue for rugby in the history of the College since its formal incorporation eleven years ago, when he played as an Oxford lock forward in the annual Varsity Match against Cambridge University at Twickenham on 12 December. Cambridge eventually won the match 15–6 after their captain John Blaikie touched down a try three minutes before time was called. During the early stages of the game the 41,000 crowd witnessed an outbreak of competitive spirit between the two sides that resulted a double showing of the yellow card and in Alexander and Cambridge's Number 8 Edward Andrews being temporarily 'sin-binned' for their role in the ruckus.

South African Alexander, who is reading for the Oxford MSc in Management Research at Templeton, was recently elected student representative for the College's Rewley Abbey Court.

Local Hero

Friday, December 15, 2006

College groundsman Luke Prince played again for Salisbury City in the FA Cup re-match with Nottingham Forest on 12 December in which Salisbury – sadly – went down 2 - 0 to Forest. Daily Express sportswriter John Wragg commented: 'This was as far as Salisbury had ever got in the FA Cup and they will remember the fight with pride'. Until Forest scored their first goal early in the second half Salisbury had proved a major challenge to the League One leaders. Forest's second, clinching goal followed in the 81st minute.

1,200 Salisbury fans journeyed up to Nottingham to give support, including a contingent from Templeton driven up in the College minibus by Clive Perry. A small celebration was held in the IC& L on the following Friday morning at which Luke received a bottle of champagne from a gathering of College fans.

College EMBA Student Successes

Friday, December 15, 2006

The College extends its congratulations to its six Executive MBA students in the 2005 - 2006 cohort who were recently awarded EMBA degrees by the Oxford examiners: Wejian Chen, Ori Gal, Lorna Okalebo, Maximiliaan Rutten, Tayfun Sari and Denis V Soloviev. We are also delighted to report that Lorna Okalebo achieved the honour of a distinction in the degree.

Including the five Templeton students who start the Oxford EMBA programme in January, the 2006 – 2007 EMBA cohort currently comprises a total of nine students attached to the College.

Kunal Basu in Profile

Friday, January 05, 2007

Published novelist and Fellow in Strategic Management Kunal Basu is the subject of a profile, 'The man from faraway', by Shoma Chaudhury on the website of the Indian weekly newspaper Tehelka. In the profile Chaudhury comments 'With three published novels in five years, Kunal Basu is still a relative misfit in the wheeling-dealing literary trade. Escapee status sits easy on him, though.' Kunal's third novel, *Racists*, was published by Orion last year. To view the profile visit http://www.tehelka.com/story_main20.asp?filename=hubl02106The_man_BK.asp.

Approaches to the use of Hospital Support Staff: Major New NHS Study Grant

Friday, January 05, 2007

The NHS has made a grant of £309,000 for a major thirty-month research project, starting at the end of January, looking at the use and impact of support staff in hospitals, to be carried out by a research team led by Fellow in Human Resource Management and University Reader in Employment Relations, Ian Kessler.

Support workers providing assistance to professionals and patients have become an increasing focus of high-level public policy debate. They have been seen by government as a contributing the provision of patient-centred services, the promotion of the standards agenda and the adequate supply of labour. However, there have been few detailed attempts to consider why they are being used, who fills these roles, what they do and how these roles affect a range of stakeholders. Most striking has been the absence of explanations as to how and with what consequences support workers are used in the NHS.

This project will look at the consequences of the extended role of support workers from the point of view of three main groups of stakeholders, for each of whom their increasing use can have positive and negative effects:

- Patients – does the role of these support workers improve or undermine the level and quality of patient care?
- The professionals with whom they work – does the role allow for the delegation of ‘unwanted tasks’ or represent an additional ‘burden’?
- The support workers themselves – are these roles providing limited work opportunities or do they provide a chance for employees to develop a richer working life?

The research strategy consists of two main phases. During the first, interviews will be carried out with trust leaders and key national stakeholders on strategic intent and policy development. These issues will then be addressed in three acute hospitals drawn from three strategic health authorities covering different regional labour markets, concentrating on ward housekeepers and healthcare assistants. The project will consider the ward housekeeper and healthcare assistant roles typically found at levels 2 & 3 of the NHS Career Framework and will involve:

- fifty interviews per case covering support workers, professionals, managers and patients
- stakeholder surveys – support workers, professionals and patients
- documentary material including job descriptions, pay and appraisal systems
- focus groups of patients
- ward observation

Research will be conducted in wards from the same two clinical fields ensuring that departmental differences in the nature of these roles are captured. The case studies will provide a detailed understanding of how support workers are used and with what effect.

The project team consists of Sue Dopson, Reader in Organisational Behaviour at the Saïd Business School and Fellow at Templeton College, University of Oxford and Paul Heron, former Templeton researcher and now at the Picker Institute Europe, bringing together expertise from the fields of healthcare management, human resource management and patient experiences of healthcare. The researchers will draw upon recent experience in carrying out Economic & Social Research Council (ESRC) funded work on support workers in a range of public services including health.

‘A grant of this size provides an opportunity to carry out intensive research work,’ comments Dr Kessler, ‘and will enable us to provide a particularly detailed and comprehensive picture of the role played by this very important but largely overlooked group of staff in the NHS.’

For further information contact Dr Ian Kessler on 01865 428500 or email: ian.kessler@templeton.ox.ac.uk.

Consultants Wha' Hae! - Burns Comes to College

Wednesday, January 31, 2007

Noticing that the date of College Dinner fell on Burns Night (25 January), Administrator Trish Reynolds together with colleagues Development Manager Emma Robinson and Student Administrator Marina Proseri came up with the wheeze of combining it with a Burns Supper. Celebrated by 82 staff students, faculty and guests, it proved a rollicking occasion. After a traditional Selkirk Grace, an object resembling a steamed cannon ball was ceremonially carried into the hall on a silver platter to the accompaniment of a Zambian-born Dutch piper, Sjoerd Vogt (when not in a kilt a management consultant in Faringdon). Bearing it aloft were chefs Darren Lomas, Andy Carter, Tom Benson, Sean O'Malley and Paul Emanuel, who were pursued by a fierce red-cheeked individual in a tam o'shanter and ginger wig brandishing a knife (Clive Perry), who proceeded to give a spirited – not to say terrifying – rendition of Burns's 'Address to the Haggis', threatening all the while to spill a lot of guts. Lifting tiny tumblers into which some gnats had squeezed drops of the finest malt, attendees then toasted the 'Great chieftain o' the pudding-race', before tucking into generous thimbles of the same.

Meanwhile the name of the winner of the 'What is this? competition' was ceremonially bawled out - none other than Emma Robinson ('Shounds shushpicious, ed') who without hesitation had correctly identified a long pointed object as a porridge spurtle. A full College dinner followed complete with hors d'oeuvres, entrées and matching fine wines. Finally, MSc in Management Research student Matt Grimes drew on the benefits of his Oxford education to propose a toast to the immortal memory o' Rabbie. The evening concluded with whisky-laced dessert, coffee and assorted tots, nightcaps and snifters.

A Pipeline for Leadership Talent

Wednesday, January 31, 2007

Fellow in Employee Relations Marc Thompson chaired a debate on the critical issue of leadership development. The debate was the subject of the 22 January Personnel Directors' Forum which Marc chairs as Director of the Oxford Institute for Employee Relations. It brought together some forty speakers, academics and senior HR directors. After an introduction from the Saïd Business School's new Dean of Executive Education, Gay Haskins, members of the Forum heard presentations on building a sustainable talent 'pipeline', on leadership development in the context of growth and globalisation, and on innovations in leadership development, before taking part in a panel discussion on the key issues and challenges involved.

Dorothy Cooke: Business and Pleasure in Malaysia

Wednesday, January 31, 2007

En-route for her annual holiday with family in New Zealand, Administrative Fellow and Director of External Relations Dorothy Cooke stopped over in Malaysia for two days. Although the festive season holiday was just starting, her alumni hosts filled her time with an exciting schedule of activities that included a visit to Putrajaya, where she visited the Public Service Department Training Division and the Pensions Trust Fund Office of the Accountant General's Department, and an enjoyable tour of this amazing new city.

Specially selected venues for lunch and dinner in Kuala Lumpur provided an opportunity to sample Malaysian culture and cuisine as well as renew acquaintances with members of both executive and graduate alumni. They included a wonderful evening arranged by OSLP alum Azian Mohd. Noh, Director of the Pensions Trust Fund Office and Sharifa Syed Ali, CEO Valuecap Sdn Bhd. A visit to the Headquarters of FELDA, Malaysia's Federal Land Development Authority, hosted by OSLP alum Dzulkifli Add Wahab, Deputy Director General (Operations) included a tour of the Authority's museum which provided interesting insights into the history and development of Malaysia's palm oil industry and the early life of its settlers. An evening reminiscing about management studies in Oxford in the 1970s with Paul Temporal (MPhil 1972/74) revived many memories about the early days of OCMS/Templeton as well as helping develop an agenda of opportunities of future collaboration to be pursued in the coming months.

"I was overwhelmed by the kindness and hospitality of our members in Malaysia and thoroughly enjoyed the opportunity to learn more about their culture and country" commented Dorothy on her return to College.

Government: Delivering on the Promise of IT

Wednesday, January 31, 2007

Continuing his work with the Cabinet Office on 'Taking IT to the Heart of Government', Fellow in Information Management David Feeny oversaw the regular roll-out of this series of commissioned programmes with a workshop he directed on 'Delivery through Suppliers'. Sixteen senior IT directors from departments including the Foreign and Commonwealth Office, the Home Office, HM Revenue & Customs and the Department for Education will be taking part. After an introduction on the first day, sessions included: 'Crisis - what situation are we in?', 'Rescue - how to move forward' and 'Engagement – winning stakeholder support.'