

Bournemouth University - Testimonial for NOV8

June 2010

To support an ambitious corporate plan Bournemouth University recognised the need to develop a proactive and professional finance team, who were considered to be valued business partners, enabling others to succeed. To achieve this goal the Finance Senior Management Team has led a focused and visionary development plan to initiate transformational change across the department.

Our collaboration with NOV8 has been pivotal to our success in leading change. NOV8 have been working with us to deliver a finance leadership development programme focused on changing beliefs and behaviours, which has been fundamental in enabling us to move away from a more traditional approach to partnering where processes and systems are developed from a framework of 'should,' 'must', 'ought'.

The unique, innovative, and energised NOV8 programme, has taken us forward at such a pace that we are now witnessing enthusiasm across other university departments to adopt this approach to business partnering. NOV8 have enabled managers and leaders to approach business partnering with courage and a conviction that the university will be more successful as a result of departments working together in true partnership. The NOV8 approach to business partnering ensures we are directing energies to positive outcomes for the university.

The Finance Team at Bournemouth University were short listed for a Times Higher Leadership and Management award, in the category of "Outstanding Finance Team of the year". This nomination recognises our success in embedding true business partnering and the outcomes from our new way of working benefiting the university.

NOV8 have supported Bournemouth University in a number of ways, including:-

- Leading us through a values based approach to new staff recruitment to embed partnering behaviours in new appointments, which has proved very successful.
- Team development and coaching – including leadership team coaching and development, plus support for others in the wider team.
- One to one coaching and reviews to support senior management in taking forward partnering values.

We would without hesitation recommend NOV8; in less than one year we have seen really significant and positive transformational change within our department and the wider university.

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