

CPD

- Part Two

Make yourself valuable, not vulnerable

Last month BIGGA's Learning & Development Executive Stuart Green defined what CPD is. Now he moves on to discussing what makes good CPD and changes to the BIGGA CPD Programme



They say doing the same thing over and over again and expecting a different outcome is the definition of madness! To put that in the context of a professional, if you are not updating and improving your knowledge and skills or investigating better ways of doing things, then you won't be standing still, you will be going backwards. In this day and age, that is madness!

So what makes good CPD? Simply anything that is relevant to you, your work and your future.

The reason for having a plan is you need to know where you want to be before you can decide what you need to do.

CPD is a vast subject with scholars writing numerous papers dedicated to it.

However, there is one overriding concept that needs to be maintained when carrying out CPD.

That is - what's in it for me? That's all you need to remember. CPD is a personal journey and everything you do needs to help you towards that goal you have set. So be selective. Choose only what will get you to where you want to go.





Types of CPD

CPD can be divided into two categories - formal and informal. Formal CPD is professional qualifications such as NVQs, work-based diplomas, HNC/Ds, foundation degrees and degrees or skills qualifications such as certificates of competence like PAs and Chainsaw courses. These need to be updated regularly to ensure the licence is maintained. For PAs, I would recommend joining the NASoR or National Amenity Sprayer Operators Register.

Informal CPD is more difficult to quantify, but it is still essential to your growth and personal development.

It can be many things. It may be something you have never thought could be CPD such as volunteering. This could be at a golf event, as a football or cricket coach, helping out at a scout group or being on the committee of your local allotment

society - been there and done the last one!

What has this got to do with greenkeeping, I hear you cry? Everything, according to major studies conducted by the Carnegie Foundation, Harvard and Stanford Universities.

Their research showed that to be successful at home or work your technical skills will only cover 15% of the knowledge you need. The other 85% will be people skills and self-knowledge.

Therefore, investing in understanding ourselves, others and having the ability to adapt to different behavioural characteristics of others, is the basis of personal and career success.

By investing your time in informal CPD activities, as mentioned above, you are in fact developing those people skills. If you've been a sports coach, you are the motivator, the organiser or the counsellor. Or if you are on a local committee, you

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will be learning the skills of communication and managing meetings. All these skills are vital, but are generally overlooked as opportunities for learning.

The Next Question...

I have discussed what CPD is and the types of CPD you can do. The next question is “What do I do with it?”. Many of you will already be registered on BIGGA's CPD programme and, after reading these articles, I hope many more of you choose to sign up.

The BIGGA CPD Programme has been running for 13 years and has now been reviewed. Due to the changing nature of our work envi-



ronments, the review highlighted the need for the Programme to have greater flexibility in what could be claimed for and the period for claims.

Therefore, BIGGA's CPD Programme is going to change from 1 July 2013. All members on the current Programme will be informed, during June, how they will cross over onto the new structure. The most significant change is the move to a three-year cycle. This was a fundamental requirement to a flexible system especially when there may be periods when CPD isn't an option, such as redundancy or starting a family.

1. On 1 July 2013, the BIGGA CPD Programme will change from an annual to a rolling three-year Programme.

2. Membership numbers will now be used instead of CPD numbers.

3. Credits will move from half a point to 1 point per hour of education.

4. A member must gain a minimum of 60 CPD credits within a three-year period.

5. There will be more options to obtain credits.

6. Between 1-59 credits, a member will be a CPD Active Member of BIGGA.

7. Once 60 credits have been achieved, they will become a CPD Approved Member of BIGGA.

8. The member will be

recognised with a CPD Approved certificate, with the year achieved, recognition in GI, the website, the Handbook and a discount on BIGGA's education opportunities.

9. All CPD credits will be recorded in a Lifetime Transcript (continuous credits forever) and Milestones will be recognised and awarded for achievement of 180 credits and at increments of 180 after that.

Categories of Credits

To allow better understanding of CPD and to provide a fair and transparent credit system, credits have been divided into different categories for members to claim for. In the meantime, it's worth remembering that one educational hour = one credit.

• **Professional credits (max 10 credits)** – Association questionnaires; section & region committee work, Advisory Panels

• **Networking credits (max 10 credits)** – exhibition attendance, section meetings, tournament support teams

• **Education credits (min 30 credits)** – education event attendance; presenting workshops and seminars; sports turf qualifications; management qualifications; short courses;

certificate of competence; writing magazine articles; book reviews.

• **Personal learning credits (max 15 credits)** – Those activities that aren't automatically eligible for credits or do not fit the educational requirements of the CPD Programme may be claimed if the you complete a Personal Learning Statement. Within this, you must identify what you learnt, how it has changed you or your work and how you will use this knowledge to improve and develop in the future.

Some of the credit categories have minimum and maximum levels. So, for example, you could claim for attendance at a golf day as a Networking credit. However, these will be limited to 3 credits per CPD cycle. It's a bit like weight watchers, you can have loads of education credits (vegetables) but are limited in the Networking and Professional credits (carbs)!

Credit claims are not limited to what is suggested here. If you feel that you have gained valuable knowledge to aid and further your development, then submit a Personal Learning Statement. In future articles, I will outline credit values for professional and skills qualifications and how to fill in Personal Learning Statements.

CPD is yours, plan it, do it, own it, think about it!

Registration forms can be found at:
www.bigga.org.uk/education/continuing-professional-development