

**Title: HRD Programme Provision in the UK: Past, Present and Future****Authors:**

Dr Paul Tosey (corresponding author),  
Senior Lecturer,  
Surrey Business School,  
University of Surrey  
Guildford, Surrey GU2 7XH  
[P.Tosey@surrey.ac.uk](mailto:P.Tosey@surrey.ac.uk)

Dr Valerie Anderson,  
Reader in Human Resource Development  
Portsmouth Business School  
University of Portsmouth, Portsmouth, PO1 3DE  
[Valerie.anderson@port.ac.uk](mailto:Valerie.anderson@port.ac.uk)

Dr Carole Elliott,  
Senior Lecturer,  
Durham University Business School,  
Mill Hill Lane,  
Durham DH1 3LB  
[c.j.elliott@durham.ac.uk](mailto:c.j.elliott@durham.ac.uk)

Dr Patricia Harrison,  
Senior Lecturer,  
Liverpool John Moores University  
Redmonds Building Room 230  
Clarence Street Liverpool L3 5UG  
[p.a.harrison@ljmu.ac.uk](mailto:p.a.harrison@ljmu.ac.uk)

Dr Claire Valentin,  
Depute Director Postgraduate Studies  
Institute for Education, Community & Society,  
Moray House School of Education,  
The University of Edinburgh,  
8 Holyrood Road, Edinburgh, EH8 8AQ  
[claire.valentin@ed.ac.uk](mailto:claire.valentin@ed.ac.uk)

**Paper Presented to the 16th International UFHRD Conference, University College  
Cork, Eire, 3-5 June 2015, Scholarly Practitioner Stream**

**Submission type:** Refereed paper

**Acknowledgements:** We wish to thank UFHRD for their support of this project through an Honorarium; all participants in the 2014 symposium; and Mina Dragouni for her contribution to compiling the database.

## HRD Programme Provision in the UK: Past, Present and Future

### Abstract

**Purpose:** To report on a UFHRD Honorarium project to identify and map current HRD postgraduate level programme provision in the UK; to review changes in postgraduate level HRD programme provision over the past 20 years; and, through a neo-institutionalist perspective, to discuss the significance and future implications of changes in programme provision for HRD as a field of practice and academic discipline.

**Design:** First, an audit of UK HRD programme provision was undertaken to establish current provision. Second, a symposium was convened at the UFHRD conference 2014. This was recorded and transcribed.

**Findings:** There are findings about a mixed economy of HRD programme providers; shifts in nomenclature whereby programmes in coaching, OD and other practices are featuring prominently in the landscape of HRD provision. We characterize HRD as having porous boundaries which make sense of the struggle to define HRD as a recognisable, definable field.

**Research limitations:** We have focused on postgraduate level qualifications in UK, therefore have not examined provision in Europe or HRD provision within undergraduate courses. Both the audit and the symposium represent data gathered at a single moment in time.

**Practical and social implications:** We identify implications of our findings for HRD programme provision and scholarship, and for the HRD professionalization project.

**Originality and value:** To our knowledge, no comprehensive database of HRD programme provision in the UK exists. The paper represents a timely, contemporary contribution to debates about HRD as a field of practice and academic discipline.

**Key words:** HRD; postgraduate programmes; neo-institutionalist; professionalization.