

## **Foundation programme for Knowledge Transfer professionals**

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This programme came into being as a result of a dialogue between Cardiff Business School and the Welsh Assembly Government (WAG). There was a feeling within WAG that although Knowledge Transfer partnerships were becoming more widely recognised as a means of enhancing business performance, there was relatively little CPD available to practitioners in Wales.

We in the Business School were engaged in leadership development programmes and felt that for many practitioners there was an unspoken leadership role within KTPs as many of the organisations involved required an amount of covert leadership from the educational partner. It was this leadership capability that some of the programme was built around.

We recognised that a 'traditional' learning intervention would be totally inappropriate for the target learner group we were expecting to attend and so a mixture of theoretical input, practical application, action learning and practitioner input was combined to create the programme.

The programme is delivered via a series of four 2 day workshops and a final half day presentation session. Each participant carries out a 'Facet 5' psychometric profile after workshop 1. A qualified tutor then feeds the results of the profile back to them in a 1-1 interview. There is no work carried out between workshops and there are no written assignments during the programme, however each participant is allocated a tutor who carries out 1-1 tutorials between each workshop where any concerns can be discussed or any clarification of points raised during the workshops can take place.

The workshop titles are:

- Emotional Intelligence and Leadership
- Leading Effective Teams, Negotiation & Communication.
- Change, Motivation & Organisation Behaviour
- Project Management, IPR and Contracts

Each workshop is presented by 1 or 2 experienced deliverers, the format of a typical day is for some discussion on a piece of pre reading that would have been distributed two or three days prior to the start date, there would then be some theoretical input and an opportunity for the group to split into action learning sets to contextualise the information and to exchange best practice amongst the group. An external practitioner gives a 1 hour talk each day on their experiences of how the workshop topic actually works in 'the real world' These practitioners are all highly

respected people from the business world whose input has been acknowledged as relevant and worthwhile by the cohorts of participants.

Throughout the programme the participants are encouraged to consider how the content is affecting their work practice and on the final day each person delivers a short presentation based on their own experiences. These presentations are then followed by a formal dinner and certificate presentation.

We give each cohort the chance to critique the programme during the final session and have change content and the order that the workshops were delivered as a result of this feedback.

As an added opportunity the participants can choose to complete two written assignments based on the topics covered and, if successful, they gain credits towards an MBA at Cardiff Business School.

The participants all feel that the experience has been enjoyable and that the mixture of practitioner input and theory works to great effect. They also place great store on the fact that the Institute of Knowledge Transfer has acknowledged the programme and given it credibility amongst KT professionals.

As the designer and Programme Manager I have found the whole experience positive and have enjoyed the interaction with a diverse group of HE and FE Knowledge Transfer Professionals. There have been some challenging moments, mostly centering on parking and food but these are not peculiar to this programme!!

I would like to take this opportunity to thank Sarah Creed who works with me at Cardiff Business School for all of the organisational tasks she has taken on and for organising me!, Also Dr Davies of WAG for her tremendous support and belief and Russ and his colleagues at IKT for their enthusiasm for this new and untried venture in CPD for KT professionals.

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