



i-nnovators: *Dr Tom Kennie*

Who is he? Tom Kennie is a founding director of the Ranmore Consulting Group (www.ranmore.co.uk). He works with a range of organisations particularly in the higher education, research and professional service sectors. He has experience of working with over half the HE institutions in the UK.

For the past 10 years he has been co-director of the national Top Management Programme for Higher Education (TMP) run by the Leadership Foundation for Higher Education (LF-HE). The alumni from this programme (close to 500) include over 70 Vice Chancellors and Chief Executives in and beyond the higher education sector. His work in the HE sector ranges from;

- The design and delivery of tailored leadership and management development programmes,
- The design and facilitation of a-way-days for senior management teams,
- Consultancy to support the implementation of major change projects or for specific outcomes e.g. reviews of governance or to advise on top team structures,
- Research and development projects, and
- One-to-one coaching for senior staff.

Prior to moving into consultancy 15 years ago he spent 6 years as Director of Human Resources for DTZ, an international firm of property advisors and 2 years as Group Head of Training and Development for Balfour Beatty an international engineering company. He has also been a full-time academic spending 8 years as Head of Surveying in the School of Engineering at the University of Surrey and 4 years at the University of Technology in Kingston, Jamaica. In his earlier career he worked as a chartered surveyor in the construction and offshore oil and gas sectors.

Tom's academic background has included studying geography and topographic sciences (BSc, MAppSci, University of Glasgow), remote sensing and GIS (PhD, Imperial College, London) and business management (MBA, Roffey Park Management Institute, University of Sussex). Professionally he is qualified as Fellow of the Royal Institution of Chartered Surveyors (FRICS), a Chartered member of the Chartered Institute of Personnel and Development (CMIPD) and as a member of the Institute of Management Consulting (Certified Management Consultant (CMC)).

He is a Visiting Professor in the School of The Built Environment at Salford University. From 1996-2003 he was one of three Vice Presidents of the International Federation of Surveyors (FIG).

What can he offer? Tom can contribute in several ways;

- Through coaching individuals and leadership teams to become more aware and skilled in leading innovation and creativity;
- By working with organisations to help develop their collective creative advantage and instil this into the culture of the organisation;
- By facilitating informative and engaging workshops which will help you and your teams identify and implement innovative solutions; and through this
- Help you to create an innovation strategy which adds real value to your organisation.