



Dr Tom Kennie is a founding director of Ranmore (www.ranmore.co.uk) and of the Innovation Laboratory for Higher Education (www.i-lab-he.org).

He has experience of working with over 150 higher education institutions on leadership and management development activities in the UK and increasingly globally. He also works in other sectors, specifically professional service organisations and in the 'third sector'. His work ranges from:

- ❑ The design and delivery of tailored leadership and management development programmes,
- ❑ The diagnosis, design and facilitation of work with top management teams,
- ❑ Consultancy to support the implementation of major change projects, and
- ❑ One-to-one executive coaching for senior staff.

He was the founding programme director of the UK Top Management Programme (TMP), a leadership development programme for members of senior leadership teams in universities and is currently programme director of the International Association of Universities (IAU) 'Leading Globally Engaged Universities' programme.

Prior to moving into consultancy nearly 20 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 Learning 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, and 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 a Fellow of the Royal Institution of Chartered Surveyors (FRICS), as a Chartered member of the Chartered Institute of Personnel and Development (CMIPD) and is also a member of the Institute of Management Consulting (Certified Management Consultant (CMC)).

He was appointed in 2016 as an Honorary Senior Fellow of the LH Martin Institute at the University of Melbourne. The institute is the largest centre of its type in the southern hemisphere and conducts research, teaching and consultancy into leadership in higher education.