Questions and Answers about TMP

1. **How will TMP32 differ from the ones that have gone before?**
   TMP32 onwards will be more about the effectiveness and strategies to operate successfully in the current work environment. It will expose delegates to the day-to-day challenges facing institutions. TMP will meet the real and urgent needs of universities. It will generate a strong pool of talented leaders who will be carefully selected for their potential to deliver benefits to their own institution.

2. **What is being retained of the previous TMPs?**
   The strengths of the previous programmes are: the team experience; the networking; the 3-week modular structure; peer group networking and learning around critical issues. These are all being retained. In addition, current vice-chancellors will continue to support and sponsor applications to the programme. The Leadership Foundation will still be looking for vice-chancellors to encourage as diverse a range of high calibre senior team members of their institutions to apply.

3. **What will delegates be doing?**
   TMP retains its 3-week modular format. Under a strap line of ‘Building and leading an effective organisation’, delegates will take part in separately themed weeks.

   **Week One:** will be on ‘Leading for organisational impact’, using a new 360-degree tool and research developed by the Leadership Foundation, with emphasis on the global context delegates will be taken through a variety of steps to review themselves as leaders and where they fit into their senior management teams.

   **Week Two:** the international assignment week is an intense period of review of international issues relevant to all delegates. The participants will be operating in a collaborative inquiry process in order to learn more thoroughly about overseas approaches to funding, learning and teaching, diversity, widening participation and working collaboratively with other organisations.

   **Week Three:** In the final week entitled ‘Effectiveness across and beyond the institution’ the focus of the TMP returns to the institution. In this week the emphasis will be on the strategic and cultural nature of the organisation. The week is built around a simulation exercise that takes the participants through the running of a university.

4. **Are there any other changes?**
   Yes, In addition to the new delivery team, the residential weeks will from TMP 32 begin on a Tuesday morning, rather than a Monday. This significant change will mean that participants will be able to take part in strategic meetings at their institution, before joining the programme. We are responding to the fact that people wanted to have short sharper interventions.

5. **Is this revamp of TMP because it was failing?**
   No; TMP remains popular and successful, attracting more applicants than places – 2 applicants for each place available. The Leadership Foundation’s work is grounded in continuous improvement and we are constantly reviewing what we do. Higher education is changing rapidly and as an organisation that supports the sector, we need to ensure our products and services can adapt to changing requirements demanded by the sector.
6. **Why change now?**
   This is something we have been working through for some time. TMP is such a significant programme we have undertaken a careful and thorough succession management process. In bringing in a team with new skills, talents and experience they will take TMP to the next level.

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