



# AUTUMN CONFERENCE 2018: BREAKOUT SESSIONS

**Session A1** [Session chair: Dr Kirstie Cochrane, Knowledge Exchange Manager, University of Essex; Theme: Regional Innovation]

<b>Speakers</b>	<b>Session title &amp; summary</b>
Dr Dan King, Director, Research Consulting Ltd	<p>'Building regional innovation – perspectives from Nottingham'</p> <p>Prior to joining Research Consulting in May 2018, I held senior roles at the University of Nottingham and latterly Nottingham Trent University. This presentation draws on my experience of supporting local innovation at both universities, who have contrasting approaches, issues and successes</p>
Dr Robert Singh, Deputy Director – Enterprise, University of Essex	<p>'Growth agenda in the Eastern region'</p> <p>There is an emphasis on 'locality' in the industrial strategy to capitalise on specific assets and need of regions. We have seen this manifested in the Science and Innovation audits and through funding streams that that require evidence of regional economic growth outcomes. With a complex mix of stakeholders and partners to align – HEI's, local authorities and local enterprise partnerships – we look at the role of universities as convening bodies, taking the example of the south east. The eastern region has a genuine diverse mix of relationships and working together to enhance the region is a complex task that lessons can be learned from</p>
Dr Amanda Baxendale, Head of Knowledge Exchange, University of Derby	<p>'Transforming Graduate Employment Outcomes Through Holistic Regional Business Support'</p> <p>As an anchor institution with significant student recruitment from within region (41% in 14/15) University of Derby (UoD) is a key enabler of social mobility in the region; in 15/16 19.3% of the UoD's degree entrants were from areas least likely to participate in Higher Education (Polar 3 quintile 1 areas. We took a holistic approach to regional innovation; linking funding streams providing investment finance (£16M RGF), knowledge exchange (£10.2M ERDF+InnovateUK) and access to student/graduate talent (ERDF). Delivering direct impact on our graduate employment destinations. The presentation will give an overview of how the above was achieved and will be of particular interest to modern universities where graduate level destinations need to be improved</p>

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**Session A2** [Session chair: Bryn Jones, Head of Knowledge Exchange, Bangor University; Theme: Regional Innovation]

Speakers	Session title & summary
Henry Whorwood, Senior Consultancy Associate, Beauhurst	<p>'How do Higher Education institutions foster innovation in their respective regions?'</p> <p>The recent UKRI funding call 'Strength in Places' focusses on regional developments between business, local authorities and Universities – is this emphasis on the higher education sector's need to be aware of their locality sustainable? This theme will look to explore the university's role in regional innovation.</p>
Dr Lisa Braniff, Competence Centre Programme Manager, Invest Northern Ireland	<p>'Competence Centres - A model for delivering regional economic impact through industry/ academia research collaboration'</p> <p>Competence Centres promote economic growth by bringing together universities, research institutes and innovative businesses to carry out strategic collaborative research in areas with a direct industrial focus. Invest Northern Ireland is providing £20 million in funding over five years to four local industry-led Competence Centres. An independent mid-term review of the initial centres was completed in 2017. Despite the centres only being in operation for a relatively short period of time, it was found that they occupy a distinctive place in NI's research and innovation system. The key findings and recommendations of the review will be presented</p>
Linda Wallace, University Innovation Fund Collaboration Manager	<p>'Scotland's new University Innovation Funding (UIF): a new outcome based, collaborative approach to knowledge exchange and innovation support'</p> <p>The Scottish Funding Council University Innovation Fund (UIF) aims to incentivise universities to work collaboratively to design and adopt innovative new approaches to exploiting the research base: this input could form part of an interactive workshop or stand-alone presentation. A new approach to Innovation Support is being implemented in Scotland with particular focus on partnership working across the Scottish HEI sector. Looking at current practice and developing proposals for sharing good practice and the design of new approaches to Knowledge Exchange with Universities to support delivery of the Scottish Government's economic strategy and lead to a significant positive change in Scotland's economic performance</p>
Dr David Corkery, Technology Transfer Operations Manager, University College Cork	<p>'2<sup>nd</sup> City'</p> <p>University College Cork (UCC) is one of Ireland's leading research institutions based in Ireland's second city. To deliver our strategic goals, UCC's Office of Technology Transfer has developed partnerships with government laboratories, regional HEIs, local councils, regional development agencies, national funding agencies, local entrepreneurial networks, SMEs and multinationals to create an ecosystem to achieve this goal. This approach is yielding significant impact. In 2017 UCC had Ireland's highest industry research income (for the 4th consecutive year); the joint highest number of licences, spin-outs student/staff start up. In this presentation we will outline our learnings and our experience on this journey</p>

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**Session A3** [Session chair: Leanne Kenyon, Senior Knowledge Exchange Coordinator, University of Hertfordshire; Theme: Engaging Academics]

Speakers	Session title & summary
Dr Lisa Hill, Innovation Development Manager, University of Leeds	<p>'Big innovation, small budget: Running a successful innovation and knowledge exchange secondment scheme'</p> <p>Translating research outcomes into products and services that have an economic and social impact – often with tight budget constraints – can be a challenge. Drawing on the Translate: Realising Medical Technologies in the Leeds City Region secondment scheme, we will explain how temporary secondments for academics, industrial, clinical and other collaborators can lead to significant innovation and knowledge exchange outcomes. Our secondment scheme was launched in October 2016. Its aims were to progress technologies towards clinical application, and to develop specific translational skills. 45 secondments were funded across the Leeds City Region universities, supporting collaboration with industry, clinicians and technology intermediaries</p>
Dr Siobhan Dennis, Business Development Manager, University of Oxford	<p>'Industry Staff on Campus – Taking collaborations once step closer'</p> <p>The presence of industry staff on a university campus or even in an existing university building is becoming increasingly commonplace. In this presentation we will explore what significant industry presence on campus could look like and why this can be beneficial. The strategic alliance between Oxford University and Novo Nordisk will be presented as a case study to demonstrate how this process has worked, lessons learned and what future it is hoped this colocation will achieve</p>
Beata Szoboszlai, Head of Academic Engagement, Transport Systems Catapult	<p>'The whole is greater than the sum of the parts'</p> <p>This session looks at why tackling barriers to university and commercial collaboration through academic engagement will increase spin-outs and help the UK lead in Intelligent Mobility. One of the TSC's five strategic areas of focus, academic engagement is critical to the UK leading in Intelligent Mobility (IM) research and innovation. As connectors of the commercial and entrepreneurial space with research and development, the TSC brings together cutting-edge innovation and discovery, supports R&amp;D investment and bridges the work of the UK Research and Innovation (UKRI). Ultimately, it helps spend taxpayer money more wisely, create new jobs, growth and social wellbeing. Szoboszlai during her presentation will talk about concrete examples and case studies to inspire the KE community to utilise the Catapult Network in order to create even bigger impact</p>
Lesley Chater, Senior Business Relationships Manager, University of Kent	<p>'Looking behind closed doors'</p> <p>Finding the best way to successfully stimulate enterprise engagement with academics can be a challenge. Can internal enterprise and innovation networks help and what role does staff development have in opening doors and providing insight into external collaborations and partnerships with business? This presentation will describe some successful internal staff development delivered by an Enterprise Team and reflect on the impact of this and the network activities on increasing academic interaction and appetite for reaching out beyond research</p>

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**Session A4** [Session chair: Dr Stephen Hillier, Senior Impact and Business Development Manager, University of Liverpool; Theme: Regional Innovation]

<b>Speakers</b>	<b>Session title &amp; summary</b>
Donal O’Herlihy, Director, O’Herlihy & Co Ltd; Dr David McBeth, Director of Research and Innovation, University of Strathclyde	<p>‘National Manufacturing Institute for Scotland’</p> <p>This session will explain the design and operation of the proposed National Manufacturing Institute for Scotland. The Institute will be a key driver of economic activity and will address historically low manufacturing productivity and investment levels observed at both the UK and Scotland levels through a range of recent policy papers (e.g. UK Industrial Strategy, Made Smarter Review). NMIS will focus on helping firms to introduce Industry 4.0 (digital) Manufacturing technologies and processes to their businesses</p>
Chris Lambert, Programme Manager, Lancaster University	<p>‘Building regional innovation in hard-to-get-to places: A Cumbrian business support case study’</p> <p>The Cumbria Innovations Platform project is an ERDF-funded initiative delivered by Lancaster University and the University of Cumbria to help address reported levels of lower innovation in an area with poor transport links. The presentation will describe the approach taken by the partners to support Cumbrian SMEs to collaborate, innovate and grow. It will describe a regional innovation support funnel using three tiered mechanisms by the partners to engage and work with beneficiaries. It will reflect on the experiences enabling others to learn from it</p>
Rob McKay, KRISP Project Manager, Keele University	<p>‘Keele Research and Innovation Support Programme – a case study of innovation support for SMEs in a low-innovation business community’</p> <p>Keele Research and Innovation Support Programme (KRISP) is a £2.2m ERDF backed programme of SME R&amp;D support operating across the Stoke and Staffordshire LEP (SSLEP). The SSLEP is one of the worst performing in the UK on a series of proxy measures for R&amp;D; economically dominated by Stoke-On-Trent, the area has a substantial ‘post-industrial’ geography. However, it also has a significant skew towards small businesses, and a long heritage of creative industry (particularly around the ceramics industry). This presentation will examine some phenomena from a programme of R&amp;D and innovation support aimed specifically at SMEs in an area with low proxy measures of innovation activity. Emphasis in business culture and SME engagement with an HEI</p>
Alison Mitchell, Executive Director, Sensor City	<p>‘Creating a successful innovation hub, lessons learnt at Sensor City’</p> <p>Sensor City is an Innovation hub in Liverpool and is a joint venture between Liverpool John Moores University and the University of Liverpool. Opened in November 2017, Sensor City specialises in helping businesses create prototypes for new products using Internet of Things and sensors. The presentation will give an overview of the resources at Sensor City-labs, meeting space, events and office space, case studies of customers we have worked with and details on lessons learnt</p>

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**Session B1** [Session chair: Bryn Jones, Head of Knowledge Exchange, Bangor University; Theme: Regional Innovation]

<b>Speakers</b>	<b>Session title &amp; summary</b>
<p>Bryn Jones, Head of Knowledge Exchange, Bangor University; Dr Dave Bembo, Director, Research &amp; Innovation Services, Cardiff University; Gareth Mayhead, Commercialisation &amp; Consultancy Manager, Bangor University</p>	<p><b>'Welsh Industry Liaison Officers (WILOs) network and the role of a KE Professionals' network in a Regional Innovation System'</b></p> <p>This session will look at the place of a KE Professionals' network in a regional innovation system. The Welsh Industry Liaison Officers network (or the WILOs) is a long established KE network that has a track record of working together and with funders to deliver innovative collaborative KE projects with a strong emphasis on place. One of the defining features of the Welsh Innovation system is the diversity of KE activity with different institutions playing to their strengths and local context. This presentation will involve members of the WILo network sharing their experience of working in an KE environment, without HEIF like support, and the challenges and opportunities this brings</p>

**Session B2** [Session chair: Dr Amanda Baxendale, Head of Knowledge Exchange, University of Derby; Theme: Regional Innovation]

<b>Speakers</b>	<b>Session title &amp; summary</b>
<p>Dr Ray Kent, Director of Research Administration, Royal Veterinary College; Phil Fiddaman, Deputy Director of Business Development, University of Hertfordshire</p>	<p><b>'Heart of Herts: supporting the growth of a world-class cell and gene therapy cluster in an ailing English New Town'</b></p> <p>Universities are increasingly seen by government as key actors alongside (or in place of) business in stimulating innovation and local economic growth. In Hertfordshire, The Royal Veterinary College and the University of Hertfordshire are seeking to accelerate the expansion of a cluster of cell and gene therapy businesses in and around Stevenage, home of Stevenage Bioscience Catalyst and the Cell &amp; Gene Therapy Catapult's Manufacturing Centre. The aim is to 'lift' an economically depressed town, creating critical mass in terms of jobs and skills, and enabling the UK to compete in this new field with leading centres such as Boston and San Diego.</p> <p>This session will describe how two very different higher education institutions – The Royal Veterinary College and the University of Hertfordshire – have developed links with the Stevenage Bioscience Catapult, the Cell &amp; Gene Therapy Catapult's Manufacturing Centre, the Hertfordshire LEP and businesses, in order to assist them in accelerating the growth of a cluster of cell and gene therapy companies in and around Stevenage, Hertfordshire. This collaboration was recently (July 2018) the subject of an Expression of Interest to the government's Strength in Places Fund – an initiative designed to stimulate economic growth in England's 'lagging' towns, cities and city-regions</p>

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**Session B3** [Session chair: Jenny Ritchie, Business Development Manager, University of Surrey; Theme: Engaging Academics]

<b>Speakers</b>	<b>Session title &amp; summary</b>
<p>Anna Davies, Research Facilitator, University of Cambridge; Dr Vibhuti Patel, Translational Research Manager, University of Cambridge; Dr Agnieszka Iwasiewicz-Wabnig, Maxwell Centre Programme Manager, University of Cambridge</p>	<p>'Routes to a successful academic-industry relationship'</p> <p>This workshop will explore the factors that influence successful outcomes when academic institutes engage with industry, as well as considering why failures can occur. We will invite delegates to draw from real life examples and share experiences on:</p> <ul style="list-style-type: none"> <li>• What enables particularly successful academic-industry relationships</li> <li>• The main barriers to successful academic-industry engagement, and how they can be overcome</li> <li>• Creative models of academic-industry interaction that can offer mutual benefit</li> <li>• How to recognise when a relationship is not working, and ways to close it down</li> </ul>

**Session C1** [Session chair: Dr James Wilkie, Director of Enterprise & Innovation, University of Birmingham; Theme: Regional Innovation – CCF Funded Projects]

<b>Speakers</b>	<b>Session title &amp; summary</b>
<p>Dr Angela Jeffery, Strategic Business Partner, Aston University</p>	<p>'Regional Innovation Clusters: Challenges and Ambitions'</p> <p>The Midlands Innovation university partnership was awarded £5 million from Research England to establish the 'Midlands Innovation Commercialisation of Research Accelerator' (MICRA) as part of the Connecting Capability Fund. The award will establish MICRA as a single gateway to the collective Intellectual Property resources from the eight Midlands Innovation universities – Aston, Birmingham, Cranfield, Keele, Leicester, Loughborough, Nottingham and Warwick. This short presentation will offer an insight into the development, challenges, successes and experiences of the MICRA partners to date</p>
<p>Andy Burroughs, Health &amp; Well Being Sector Lead, SETSquared</p>	<p>'Scale-Up Programme'</p> <p>SETSquared was awarded £5m from the Connection Capabilities Fund to launch a new Programme for Scale-Up businesses from the most innovative sectors across the South of England. The Scale-Up Programme has been devised following research conducted by SETSquared which looked at the challenges faced by scale-up companies and what kind of support was needed to help overcome these challenges</p>



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<p>Rupert Lorraine, Development &amp; Partnership Manager, University of Plymouth; Rachel Pownall, Knowledge Exchange Manager, Bath Spa University</p>	<p>'South West Creative Technology Network'</p> <p>The South West Creative Technology Network (SWCTN) is a £6.5m project designed to drive the growth of the regional creative economy. This project is supported by a £4.6m grant from Connecting Capabilities Fund, which supports university collaboration and encourages commercialisation of products made through partnerships with industry.</p> <p>The SWCTN brings together universities and industrial partners; pooling their research and innovation expertise to develop cutting-edge practices, techniques and products in creative digital technologies. The partnership is designed to respond to industry needs across the health and manufacturing sectors and the Creative Industries, driving productivity and resilience. Led by the University of the West of England (UWE Bristol), the three-year project is a partnership with Watershed in Bristol, and Kaleider in Exeter, Bath Spa University, the University of Plymouth and Falmouth University.</p>
<p>Chris Baker, Knowledge Exchange Manager, University of Sheffield</p>	<p>'Connecting our Capabilities - what we have learned so far'</p> <p>The Pitch-In project, led by the University of Sheffield in collaboration with the Universities of Oxford, Cambridge and Newcastle, alongside industrial and health sector partners was awarded £4.9m from the Connecting Capabilities Fund. The project will investigate the barriers to successful Internet of Things take-up, trial solutions, and capture and share good practice learning outcomes and will also disseminate guidance regionally, nationally and globally. It will support the UK Government's Industrial Strategy by significantly enhancing the commercialisation and wider exploitation prospects of UK IoT research and technology. Chris will talk about:</p> <ul style="list-style-type: none"> <li>• the reasons why we engaged with this initiative</li> <li>• what we hope to achieve from it</li> <li>• things that have gone well to date</li> <li>• challenges faced along the way</li> <li>• take away messages and points for further discussion</li> </ul>
<p>Dr Shanta Aphale, Business Engagement Manager, University of Manchester</p>	<p>'ASPECT – breaking new ground with social sciences commercialisation'</p> <p>A social sciences platform for entrepreneurship, commercialisation and transformation (APSECT) is an innovative project seeking to forge a new path in developing sustainable models to maximise the potential for social sciences commercialisation. Awarded £5m from the Connecting Capabilities Fund, this presentation will provide an overview of the challenging journey so far and a glimpse into our exciting plans for the future in building trans-regional innovation</p>
<p>Professor Peter Ford, Professor of Design and John Hunt, Professor/Head of Strategic</p>	<p>'Impacting Business by Design'</p> <p>Nottingham Trent University has joined forces with De Montfort University, Brunel University and industry bodies in a £4.68million CCF project to help businesses and entrepreneurs bring their ideas to life and help boost the UK</p>





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Research Theme, Nottingham Trent University	economy. Impacting Business By Design will provide design, technical, and development support, incentivise investment and nurture design innovation skills, culture and systems in SMEs and entrepreneurs. It aims to increase the number of new products being brought to market in the UK, increasing investment and protecting the country's industrial competitiveness.
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## Session C2 [Session Chair: Ian Cox, Director, IDACO Consulting Ltd; Theme: Business Development within KE/TT Offices]

Speakers	Session title & summary
Dr Noelle Gracy, Head of the Research Collaboration Office, Elsevier	<p>'Why are multinational companies choosing UK academic research partners? Motivations, challenges and rewards of working with UK academic institutions'</p> <p>What do industry KE professionals like about working with UK universities? Are they choosing to partner elsewhere? Find out what it's like on the industry side and how UK academic teams can learn from international best practice.</p> <p>The presentation will summarize the results of interviews with industry KE professionals in multiple sectors. The study will dive into why multinationals choose to work with UK universities, why they may avoid it, and explore their expectations, challenges, and sector differences</p>
Dr Danielle Miles, Technology Innovation Manager, University of Sheffield	<p>'Translate: An early stage innovation model for medical technologies research'</p> <p>Translate: Realising Medical Technologies Innovation in the Leeds City Region is a collaboration between the universities of Leeds, Bradford, Huddersfield, Leeds Beckett and York. It has two primary aims: 1) to identify and progress technology opportunities; 2) to increase innovation capability among Leeds City Region academics. This presentation focuses on the unique early stage innovation model developed by the programme, which builds collaborative cross-disciplinary teams (incorporating academic, industry, clinical, and patient representatives) around core technologies – bringing both late stage development and market viewpoints into the early stage technology development process, to 'de-risk' technologies at an early stage</p>
Dean Stephenson, Knowledge Exchange Executive, Coventry University; James Convery, Knowledge Exchange Executive, Coventry University	<p>'Delivering knowledge exchange in the Arts – with City of Culture in mind!'</p> <p>A case study presentation about the growth and delivery of knowledge exchange activity in the arts. Specifically business development, key wins and future growth plans - linking back to Coventry being successful in a bid to be City of Culture 2021</p>
Dr Fiona Marston, Director, University of Liverpool (Centre of Excellence in Infectious Diseases Research)	<p>'CEIDR: A New Model for Commercial Translation'</p> <p>The Centre of Excellence in Infectious Diseases Research (CEIDR) is a partnership between the Liverpool School of Tropical Medicine and University of Liverpool focused on translational partnering in infectious diseases. Liverpool has the largest concentration of translationally-focused public-sector R&amp;D expertise in infectious diseases in the UK and</p>





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	<p>CEIDR is positioned to develop partnerships between research and industry to address current and future health priorities. The vision is for CEIDR to become the portal for external organisations to make connections, source infectious diseases expertise and resources, building relationships with industry and academic organisations to advance drugs, vaccines and diagnostics towards market</p>
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**Session C3:** [Session Chair: Dr Dave Bembo, Director, Research & Innovation Services, Cardiff University; Theme: Engaging Academics]

<b>Speakers</b>	<b>Session title &amp; summary</b>
<p>Dr Steve Fish, Faculty Director of Partnerships and Business Engagement, Lancaster University</p>	<p>'Collaboration, KE and state-of-the-art facility access: a chemical reaction for innovation'</p> <p>Dr Steve Fish leads the development, direction and delivery of knowledge exchange for the Faculty of Science and Technology at Lancaster University, The Times and Sunday Times University of the Year 2018. Steve will explain how knowledge exchange happens at Lancaster University through a case study on cTAP, Lancaster's newest £11.4M technology facility, where businesses work alongside researchers from the Department of Chemistry. cTAP offers managed office accommodation and laboratory space exclusively for industry collaboration, ideally suited to start-up companies, Small and Medium Enterprises (SMEs) and R&amp;D teams from established companies</p>
<p>Brigita Jurisic, IP Commercialisation and Incubator Manager, City, University of London</p>	<p>'Managing academics expectations in spin-off creation'</p> <p>Technologies developed at Universities are often stemming from blue-sky research and are too far away from the market. Nevertheless, every now and then we are lucky to work on a technology that has incredible market potential and spin off is the best way to take the technology to the market. Spinning off gets particularly challenging at the point of building the right team to take the business forward and managing academics involvement in the business. Often it is quite difficult for the academics to let go of their technology and see it implemented in a business environment on one side. On the other side once they fall in love with the idea of having a business on their own, they might want to be making decisions in the areas that are not of their competence. These challenges are difficult to overcome if the expectations were not managed accordingly from the start of the commercialisation process</p>
<p>Gurmit Kler, Director of Business Engagement, University of Birmingham</p>	<p>'Incentivising industrial engagement through impact, income and influence'</p> <p>Engaging with industry is key to enhancing an institution's income, impact and influence. So why is it that not all academic colleagues want to participate? For some it comes naturally, as if in their DNA, but many remain sceptical. Gurmit Kler, Director of Business Engagement at the University of Birmingham, will give a candid account of her Team's unique approach to engaging and incentivising academics to partner with industry: how they have more than doubled industry-funded research awards; engaged over 400 academics with industry; and been voted 'Team of the Year' at the University's annual awards ceremony in 2018</p>



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<p>John Halliwell, Knowledge Exchange Development Associate, University of Bristol</p>	<p><b>'Using devolved impact funding to engender culture change: deploying MRC Proximity to Discovery funding'</b></p> <p>This presentation will explore how funding from the MRC Proximity to Discovery scheme has been deployed as a means of effecting genuine culture change in the academic community's approach to translation and industry engagement. Across three awards, the University of Bristol's approach has evolved from the development of an industry engagement development programme, working with consultants from the KTN and Bioindustry Association, to a menu of mechanisms to support industry engagement. The presentation will detail how an emphasis on industry engagement coaching has helped us scale our activities from a pilot in a small cohort to business as usual</p>
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**Session C4:** [Session Chair: Tim Brundle, Director of Research and Innovation, Ulster University; Dr Sarah Macnaughton, Operations Director, Oxentia Ltd; Theme: Developing TT/KE staff]

<b>Speakers</b>	<b>Session title &amp; summary</b>
<p>Dr Dan King, Director, Research Consulting Ltd</p>	<p><b>'Developing TTO/KE Office staff – the challenge of new entrants and people development'</b></p> <p>KE teams will need to get better at bringing in staff with less/little experience and developing them within teams that give them the experience to forge independent careers. The contribution will be built around some challenges, for example, how many KE teams include an Apprentice? How many staff have objectives around mentoring or developing junior staff? Having extensive experience of recruitment, management and building teams delivering to the KE agenda, Dan will focus on the development of existing and new entrants to KE and also touch on the 2016 "State of the Profession" report, for PraxisUnico, delivered by Research Consulting – e.g. identified recruitment challenges</p>
<p>Helen Lau, Head, Knowledge Exchange Unit, Coventry University</p>	<p><b>'Building a Knowledge Exchange Unit'</b></p> <p>The Knowledge Exchange Unit at Coventry University is a small, close knit team, developed and designed to win KE business for the University. As a small team we have had to develop a strategy to win business from KTPs to industry studentships, handle local and regional competition, develop ways of working to maximise priorities and timescales and look to develop ourselves personally too. The team at Coventry is proudly delivering better than it ever has done on KTPs and associated activity and is happy to share some of the reasons we think we have been successful as a KE unit, and importantly how we plan to build on that in the future</p>
<p>Jacqueline Grajales Restrepo, Academic Enterprise Co-ordinator, University of the Arts London</p>	<p><b>'How to use a Design Thinking approach for developing a KE staff development programme'</b></p> <p>Design Thinking utilises elements from the designer's toolkit like empathy and prototyping to arrive at innovative solutions. After all, it is a human-centred approach that integrates the needs of people in order to transform the way organisations develop products, services, processes, and strategy.</p>

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	This presentation will explore how the University of the Arts London used a Design Thinking approach to develop a KE staff development strategy that includes tools and initiatives like a needs analysis, a high profile KE academic training programme, a competency framework, a middle managers' training programme and a personal development plan for junior staff
Georgina Wark, Professional Development Manager, PraxisAuril	PraxisAuril pathways to professional development

[PLEASE NOTE THAT SESSIONS MAY BE SUBJECT TO CHANGE]