

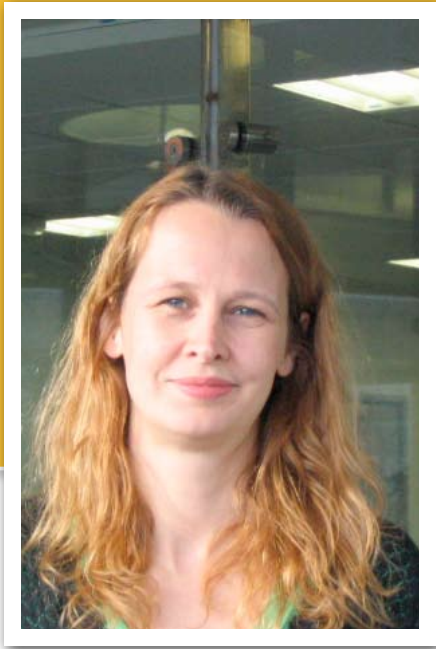
Knowledge
Transfer
Partnerships



Graduate Case Study

Agriculture/
Biology/
Biotechnology/
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Design/
Ecommerce/
Engineering/
Food/
Management/
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Quality/
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Social Science/

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Associate Profile: Michelle Farr

Name: Michelle Farr
Qualifications: BSc in Management Science;
MPhil in Knowledge Transfer
Current Role: Studying for a PhD in Social Policy at Bath University
Location: Bristol

“KTP opened up a lot of doors for me, and gave me opportunities I’m not sure I’d have had otherwise.”

IN MY KTP I...

My KTP with Bath and North East Somerset NHS Primary Care Trust and Bath University lasted just over two years, and concerned the development of performance management systems. This meant assessing how staff understood and looked at their performance, comparing this with organisational and national performance indicators and developing performance indicators from this work that integrated the two. The project needed to be applicable to everyone in the organisation so I interviewed staff in various areas to gain an understanding of how they approached their work and how they rated performance in comparison with how the Trust measured performance. I also investigated areas such as staff job satisfaction, motivation and how staff reflected on and improved working practices. I developed a key piece of the performance review tool which looks at evidence-based reviews. I carried out a pilot study and adapted the tool accordingly. It was then rolled out in yearly reviews across the Trust. I also designed and delivered a range of people management training courses.

HIGHLIGHTS OF THE PROJECT...

The highlights for me were developing and conducting the research and running the training courses. It was very interesting to develop research that has a practical outcome and is useful to an organisation. That was facilitated directly by the KTP – having one foot in each camp, so to speak. It’s very much a partnership.

THE BEST THING ABOUT BEING A KTP ASSOCIATE IS...

Having the balance between the academic and commercial sides. Having the resource of the University to call on, as well as practical support which was very important to me. The personal development side is good too: KTP offers a good supportive package as a whole. I used my training budget to go on several research training courses as well as to attend conferences such as Human Resources in the NHS. I submitted and presented a paper at an academic conference, which are all good things to have on my CV.

FROM KTP I HAVE LEARNT...

That I really enjoy doing research! It’s helped me to define my career direction. I wanted a different experience, but I wasn’t sure what – KTP opened up a lot of doors for me, and gave me opportunities I’m not sure I’d have had otherwise. My KTP experience helped me to obtain funding for my PhD. It’s given me a lot more scope for developing my career.

LIFE AFTER KTP IS...

Being a full-time student. My KTP experience has helped me to develop my PhD and I would like to try to get some of the work I did on my KTP published. Ultimately I’d like to get into an academic career.

I WILL RECOMMEND KTP BECAUSE...

It provides one of the best opportunities I’ve seen in the graduate market. It gives Associates a lot of opportunities, a lot of options, and a lot of support along the way.

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www.ktponline.org.uk or email graduates@ktponline.org.uk

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