

Techs for Execs: Understanding the Strategic Value of Technicians in Higher Education



Tim Savage Consulting
Technical Learning. Strategic Impact.

About Your Trainer



Dr Tim Savage is a leading authority on technical education and workforce development in higher education. With over 25 years' experience at the intersection of technical teaching and learning, academic strategy, and institutional governance, leadership, and management, Tim brings unrivalled expertise to his consultancy and training.

As an AdvanceHE Principal Fellow (PFHEA), Tim's work has shaped national and institutional approaches to recognising, developing, and integrating technical staff into the heart of teaching, learning, and research. As a TALENT Policy Commissioner (UKRI), a member of the Technician Commitment Steering Board, and an Advisor to the UK Institute of Technical Skills and Strategy, he has contributed to national recommendations on the future of the technical workforce in higher education.

Tim's leadership credentials include his role as Director of Technical Learning at the University for the Creative Arts, where he built and led an award-winning team, recognised as the *Best Technical Team in UK Higher Education* at the Higher Education Technicians Summit. His teams have been recognised for exemplary sector-leading practice delivering outstanding outcomes in the Teaching Excellence Framework (TEF) and contributing to positive Graduate Outcome Survey (GOS) success through transformative technical teaching and institutional practice.

Tim's educational approaches are built upon his successful teaching career, having taught at West Dean College since 2003, where his courses have been recognised in the Adobe Educators Global Choice Awards and translated into pedagogic textbooks.

As a published researcher and speaker, Tim's work focuses on technical teaching, professional identity, and pedagogical development. His forthcoming book, "Technical Teaching in Higher Education," published by Routledge in 2026, builds upon and extends his doctoral research, that explored and conceptualised how technical staff teach and support learning.

About This Course (half day)

Technicians are often described as invisible within HE, enabling research, delivering teaching, ensuring compliance, and driving innovation. Yet, their potential remains under-leveraged at a strategic level. This half-day course is designed specifically for senior leaders and decision-makers in higher education who want to better understand the contribution technicians make to institutional success.

Drawing on sector policy, pedagogical research, real case studies, and award-winning practice, this session shines a light on the technician workforce and their potential to contribute to delivering institutional KPIs including student recruitment and retention, NSS, TEF, GOS, KEF, REF, and sustainability targets. Participants will leave with new insights into how to unlock value from their technical workforce through investment, leadership, and alignment, positioning their institutions to thrive in an increasingly competitive and metrics-driven environment.

Who is it for:

- Vice-Chancellors and Deputy Vice-Chancellors
- PVCs (Education, Research, Innovation, or Global)
- Directors of Technical Services, Estates, HR, Strategy, and Planning
- Heads of Faculty/Executive Deans
- Governors and Executive Board members

Outcomes:

- Recognise the critical role of technicians in delivering institutional KPIs, including NSS, TEF, KEF, REF, and Graduate Outcomes;
- Identify common blind spots in strategic planning, investment, and people management that risk under-utilising the technical workforce;
- Critically evaluate their institution's current approach to technician engagement, Technician Commitment, leadership, and progression/promotion pathways;
- Connect technician activities to teaching excellence, research intensity, student satisfaction, commercialisation and enterprise;
- Plan for better inclusion of technicians in strategic initiatives, institutional action plans, and workforce development frameworks;
- Champion policies and practices that enhance visibility, value, and sustainability of technical expertise within their institution.

Session Plan (indicative)

■ Introduction ■ Discussion/debriefing ■ Break ■ Activity ■ Reflection

9:30 AM	■	Introduction, Welcome & Orientation
9:45 AM	■	The 'Technical Turn' In Higher Education & Why It Matters
10:15 AM	■	How Technicians Enable, Support & Deliver The Mission
10:45 AM	■	Break
11:00 AM	■	Case study: Lessons From UCA
11:25 AM	■	Defining & Envisaging Technical Excellence In Your Institution
11:45 AM	■	Planning For Technical Excellence
11:55 AM	■	Feedback & Closing
12:00 PM		<i>End</i>

Client Benefits

This course promotes a culture of critical reflection, continuous improvement and sharing best practice. Benefits to institutions and individuals include:

- **Unlock Strategic Value:** illuminates how technicians can contribute to institutional KPIs including NSS, TEF, REF, KEF, Graduate Outcomes, and sustainability.
- **Strengthen Workforce Planning:** identifies blind spots in investment, progression, and people management that can limit institutional performance.
- **Enhance Cross-Team Collaboration:** builds a culture of shared responsibility by connecting technical expertise with academic and professional priorities.
- **Improve Decision-Making:** equips leaders with evidence and case studies to make informed, confident choices about technical resources and infrastructure.
- **Boost Institutional Performance & Reputation:** aligns technician engagement with quality frameworks and league-table drivers, positioning institutions for long-term success.

Extension Options

Optional additions (by negotiation):

1. Executive Strategy Clinics

- **Offer:** Small-group or one-to-one online sessions with senior leaders to apply insights directly to their institutional strategies and workforce plans.
- **Value:** Ensures the course translates into concrete, institution-specific actions at the executive level.

2. Technician Workforce Audit

- **Offer:** Comprehensive bespoke review of an institution's current technical workforce profile, structures, and career pathways, with recommendations for alignment to KPIs.
- **Value:** Provides evidence-based insights to inform investment, workforce planning, and Technician Commitment reporting.

3. Action Plan Development Workshop

- **Offer:** Facilitated session to co-create a technician engagement and investment plan linked to institutional KPIs.
- **Value:** Translates awareness into a practical, measurable strategy with leadership buy-in.

4. Board or Council Briefing Session

- **Offer:** A tailored 60–90 min briefing for Governors, Executive Boards, or Academic Boards.
- **Value:** Extends understanding of technician contribution to the highest governance level, strengthening accountability and advocacy.

5. Annual Monitoring & Review Package

- **Offer:** Ongoing consultancy across an academic year, reviewing progress against technician inclusion goals and reporting outcomes.
- **Value:** Embeds long-term impact and supports TEF/REF/KEF submissions and Technician Commitment outcomes.

Prices and Delivery

1. Pricing

- **Development packages start at £1,495 per course** (plus reasonable travel and accommodation expenses if required).
- **Flexible/blended delivery:** via negotiation.
- **Value:** Save 10% when booking three or more courses within 12 months

2. Tiered Options

Each course can be booked as a standalone workshop or scaled up through extension options:

- Core course: one-off delivery (in person, online, or blended)
- Enhanced package: Core course plus two extension options (e.g. coaching, clinics, or deep dive workshops)
- Institutional package: Core course (s) plus four or more extension options, with tailored institutional report or showcase event to maximise visibility, impact, and leadership alignment.

3. Extension Options

- Coaching, workshops, reviews, showcase events, reports – priced by negotiation.
- Can be combined flexibly into Enhanced or Institutional packages.

4. Delivery

- **Group size:** Courses can be delivered to groups of up to 14 participants.

5. Contact

For availability, bespoke packages, and booking details:

- **Website:** www.timsavageconsulting.co.uk
- **Email:** tim@timsavageconsulting.co.uk
- **Telephone:** 07956 663 275