University of Exeter

TIDE

Internal Talent Management

For Professional Service Staff

TALENT INNOVATION DISCOVERY ENGAGEMENT

What is TIDE?

- TIDE is a new Internal Talent Management Programme for PS

- Up to and including Grade E

- Launching in September 2024

- Lasts one year

- Part of Exeter Professional

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TIDE PROGRAMME OUTLINE		Induction & Progress	Discovery Focus	Strategy Theme	Project Work	Mentoring	Reflective & Shadowing Tasks	Team Bond
Term 1	September	Welcome Event	Divisional Deep Dives with Graduate Manager Scheme	The UK HE Landscape and Exeter	N/A	Introductions and Mentoring Agreement	Introduction to reflective log and first entries	Cohort Cuppa
	October	Programme Director check in (KLC)	Faculty Strategies - Overview	Our Research and Impact	Introduction to Project Bank and selection of Project 1 (within Division)	First Mentoring meeting including Project 1 discussion	Reflect on options for Project 1 and reasons for choosing	Arrange chat with 2 other participants
	November		Our Devon Campuses (in person visit and tour)	The Exeter Student Experience			Identify knowledge, skills or contacts needed for Project 1	
	December	People Champion check in	Governance and Getting Things Done	University Finances			Shadow a senior committee and log reflections	F2F Christmas Bring and Share with Mentors
Term 2	January	Insights Profiling	Marketing, Promoting and Branding Exeter	Global Exeter	Project 1 (within Division)	At least one Mentoring meeting to support Project 1 and other learning	Project 1 thinking and reflections time	Cohort Cuppa
	February	Programme Director check in (KLC)	Our Cornwall Campuses (in person visit and tour)	Penryn 2.0				Project Problem Solving (action learning)
	March		Compliance, Regulation and Risk	Transforming Education and Curriculum for Change			Reflect on and record Project 1 learning	
	April	People Champion check in	Human Resources and People at Exeter	Diversity, Culture, Inclusion & Belonging	Selection of Project 2 (Discover another Division)	Mentoring meeting including Project 2 selection discussion	Reflect on options for Project 2 and reasons for choosing	Arrange chat with 2 other participants
Term 3	May	PDR Time: Managing Your Career - resources and reflective tasks link in	Digital Exeter	Transformation and Change Projects	Project 2 (outside Division)	At least one Mentoring meeting to support Project 2 and other learning	Shadow a conference or event and log reflections	Cohort Cuppa
	June		Business, Innovation and Commercial Activities	Our Regional Mission & Partnerships			Project 2 thinking and reflections time	Project Problem Solving (action learning)
	July August	Summer Break						
Programme Close	September	Certificate of Completion and A&B			Prepare poster or other resources to share one of your projects at Celebration Event		Submit Reflective Log	Celebration Event and Project Fair

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All those involved with TIDE will be invited to a celebration event when the first cohort completes in September 2025

Be part of it!
Email: tide@exeter.ac.uk

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