

### **Dr Tony Bromley – Senior Training and Development Officer, University of Leeds**

Tony is a Senior Training and Development Officer in the Staff and Departmental Development Unit of the University of Leeds. Within this role he is responsible for the Graduate Training and Support Centre (GTSC) which provides a wide range of skills training and development opportunities for research students at the University. He is also the co-ordinator of the Vitae Yorkshire and North East Hub.

Tony has published research in the Materials Science and Education fields, is lead author of the Rugby Team Impact Framework (RTIF), researcher training and development evaluation model (see [www.vitae.ac.uk/rugbyteam](http://www.vitae.ac.uk/rugbyteam)), and the Society for Research into Higher Education Guide, 'A Guide to Evaluating Training and Development Programmes for Postgraduate and Newer Researchers' (see <http://www.srhe.ac.uk/publications.gpi.asp>). Tony is also leading the implementation of the RTIF nationally authoring regular update reports on the building of 'impact' evidence across the sector (again see [www.vitae.ac.uk/rugbyteam](http://www.vitae.ac.uk/rugbyteam))

Originally a University of Leeds Graduate in Materials Science and Engineering (BEng and PhD) Tony's initial work on graduation was in industrial R&D followed by a postdoctoral role. His interests then developed into the personal professional development of researchers. Prior to joining Leeds he held similar professional development roles at UMIST and the University of Manchester.

### **Paul Kearns – Director of specialist evaluation and ROI consultancy PWL**

Paul Kearns is Director of specialist evaluation and ROI consultancy PWL. He has over 30 years experience in training and development and has written widely on the subject of evaluation and ROI (see "Evaluating the ROI from Learning", CIPD, 2005). His 12-part series on the role of 'Learning Consultants' for Training Journal 2004 was described by its Editor as '*... without doubt one of the best pieces of editorial we have published*'. His Baseline Evaluation Model™ builds evaluation into the design of learning interventions and has become world famous for the way it enables evaluation to influence every aspect of the learning cycle, from needs analysis right through to post-programme assessment. He has taught his evaluation methodology in over 20 countries around the globe including Australia, China and the Middle East and regularly lectures on MBA and executive programmes. For more information visit [www.paulkearns.co.uk](http://www.paulkearns.co.uk)