

3 reasons why colleges use Tribal Benchmarking to get ahead of the game

1

MEASURE PERFORMANCE

See how your college is performing against sector wide benchmarks, using the most accurate and longest established benchmarking service in FE

2

DRIVE CHANGE

Identify potential savings or opportunities for reinvestment equivalent to 3% of turnover – and use the benchmarking report to drive change

3

CONTINUOUS IMPROVEMENT

Embed benchmarking as part of a continuous improvement process; two thirds of our clients use Tribal Benchmarking regularly



Benefits at a glance

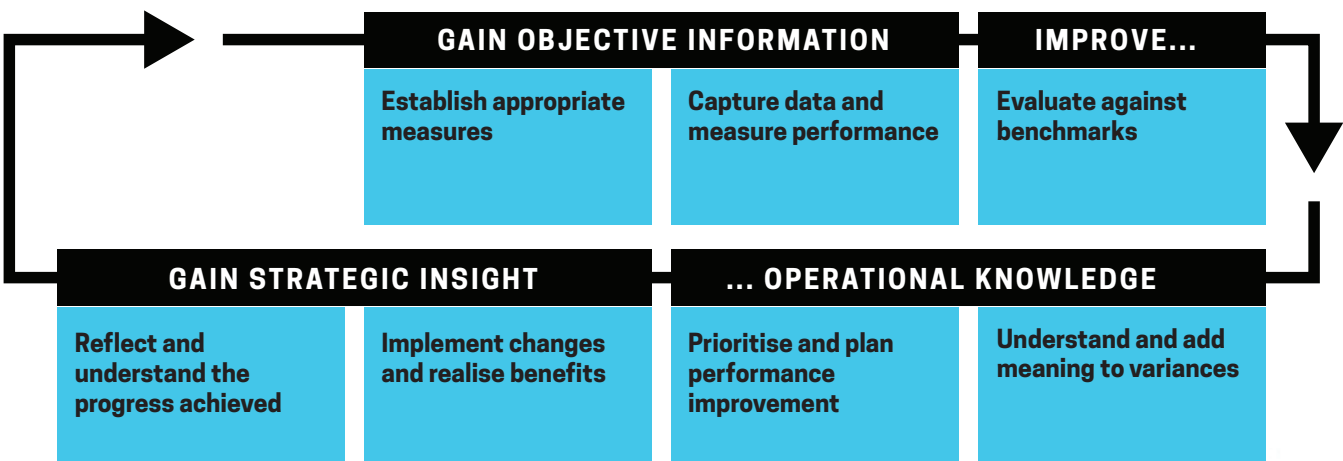
Each college is different, but they face common challenges. There is a need to do ‘more with less’. Benchmarking helps senior managers make informed investment decisions to move the college from ‘good to great’, and become a provider of choice.

Benchmarks of relative performance are useful and objective ways of assuring that a college keeps on track with its strategic plans. The indicators also help to provide assurance to stakeholders – Management is doing the right things!

Use Tribal Benchmarking to gain the strategic insight that helps you drive organisational improvement and achieve better student outcomes

- **Shape your cost base to improve student outcomes**
- **Identify specific investment needs**
- **Identify immediate financial savings and medium to long-term cost reduction opportunities**
- **Multiple benchmarks - see how your college compares to best practice, colleges with similar characteristics (e.g. size, multi-site, student profile, course offer)**
- **Monitor growth or cost reduction plans**

Benchmarking has the greatest impact when it is part of a culture of continuous self-assessment and performance improvement rather than a one-time event.



Research into business benchmarking has found that world-class organisations share several common characteristics, namely:

- Self-evaluation is part of the organisational DNA – viewed as an “opportunity” rather than a “threat”
- Continuous improvement is simply part of the way an organisation does business; it is not a discrete one off initiative
- They utilise a continuous performance measurement system – of which benchmarking is an integral part – to identify opportunities, quantify benefits and confirm progress
- They seek to achieve improvement

How we solve colleges' biggest planning challenges with benchmarking

Tribal have worked with over 70% of UK colleges ensuring data is current and relevant to economic conditions. We have developed an in-depth understanding of individual institutions, so whether an institution is building financial resilience, tackling the implications and issues presented by area review or seeking an objective view of college finances, our benchmarking solutions will deliver a wide-range of performance improvement benefits.

"We turned to Tribal to help us improve our cost base, following continued cuts in our adult skills grants. Tribal responded extremely quickly, as a result, we were able to remove £14m of pay and non-pay costs immediately with a view to further reductions over time. This has helped significantly improve our financial position."

**LOUISE JONES, DEPUTY PRINCIPAL,
BIRMINGHAM METROPOLITAN COLLEGE**

Tribal has a proven approach to delivering successful benchmarking projects and giving college leaders the objective data to inform their financial strategy. Our experienced consultants spend time-on-site, working together with you throughout the data validation process. By involving key stakeholders from the college, we promote the ownership of the analysis. This approach guarantees that any issues around data consistency, definition and appropriate level of granularity are resolved as

they arise. Consequently, we overcome internal barriers to the results being used effectively to set performance targets and drive improvement.

The output of the benchmarking process is made available as a comprehensive report. Our consultants deliver detailed feedback presentations and workshops to ensure report findings are correctly interpreted and fully understood, gaining the maximum value for your management teams, and college.



"The Tribal benchmarking service was a key element of due diligence in the proposed merger between City and Islington and Westminster Kingsway Colleges. The work saved us considerable time in achieving like for like comparisons."

**PAUL STEPHEN, DEPUTY
PRINCIPAL, STRATEGIC AND
COMMERCIAL DEVELOPMENT,
CITY & ISLINGTON COLLEGE**

T R I B A L

**Inform your strategic game plan
with Tribal benchmarking.**