



"The knowledge, skills and experience Collette applied to developing our Leaders across the business was second to none. She quickly grasped our challenge and redefined our needs into a comprehensive Leadership Development Strategy, reviewing our Leadership Competences and identifying pragmatic and effective solutions"

Specialist Skills

- Understanding and developing your Leadership Style
- Leading self and complex teams through complex change
- Transitions into Leadership
- Leading Global and Virtual teams
- Career coaching and role transition
- Developing High Potential leaders
- Collaborating and networking skills
- Developing emotional intelligence
- Developing high performing teams
- Personal gravitas and impact
- Building resilience and working positively
- Communication and Influence

My Take on Leadership

I often reflect on the saying "Leadership drives Culture and Culture drives Performance", relating this to both the commercial benefits great leadership can bring and the difference leadership can make to individuals and teams through empowerment, motivation, influence and powerful visioning and communication.

Leaders are often placed into roles because they have been a great technical expert but have been left to their own devices with minimal development and feedback when it comes to leading others. Developing these Leaders to understand and recognise their own authentic leadership style and how it can be maximised through their impact on others is very rewarding.

Business Experience

- 30+ years HR experience in corporate roles as internal/external consultant across public and private sectors from small businesses to large global/matrix organisations.
- A HR generalist who early on in my career experienced a real passion for developing others through Leadership, Learning and Talent Development which led to a love and belief in Coaching.
- Former Director of Learning, Leadership & Talent at Barclaycard, Head of Leadership Development at Barclays Retail Bank and Executive Development Lead.
- Led teams in complex matrix organisations and worked on assignments/programmes in Europe, Asia and the Americas.

Recent Assignments

- Led a leadership development programme with ASOS defining great leadership and leadership competences, leadership assessment and the design and delivery of solutions (from first time to senior leaders).
- Responsibility for a global Bank's, group wide leadership development programme. 2800 individuals attended face to face and online events across approximately 40 global hubs, positive level 3 evaluation, 20% cost savings delivered. The programme became the spearhead for the launch of a group wide global learning portfolio.
- Large British automotive company, design and delivery of a leadership development programme to initiate culture change.

Qualifications and Accreditation

- Qualified HR professional and a Chartered member of the Institute of Personnel & Development
- Qualified MBTI practitioner
- Strengthscope accredited
- SHL personality profiling
- OPQ accredited
- Hayes ESCI (Emotional, Social, Competence Inventory)
- Penna Coaching Qualification