



"Heather was a truly insightful coach, facilitator and project lead, who really took the time to get to know our people, strategy, structure and challenges."

My Take on Leadership

I take a systemic approach to leadership development, focusing on organisational context & the performance improvement required as well as the talents, skills and experience of the team.

In an accessible way, I introduce evidence-based research & case studies concerning 'high performing teams' & leadership & coaching models. I encourage teams to use these to develop bespoke performance & behavioural standards & to externally benchmark current & desired performance.

My particular interest is in embedding healthy communication processes in organisations, to improve delivery, personal and organisational resilience and great working relationships...

Recent Assignments

- Designed & led bespoke leadership development programme at a University for 120 senior academics/managers, based on in-depth diagnostic with organisation development & skills-based focus, encouraging development of challenge, resilience and strategic thinking skills.
- Designed & ran leadership development programme for six cohorts at large charity, aimed at developing relational leadership across an organisation with high degree of technical and scientific excellence.
- For a major charity undertook assessment of int'l leadership requirements & associated skill needs as part of review of its Growth Strategy & radical changes in governance structure.

Specialist Skills

- Design and delivery of Leadership Programmes
- Effective change management
- Team coaching and facilitation to identify strategy, business plans and shared leadership approach
- Working with senior teams to plan for and implement change effectively
- Training Internal Coaches
- Embedding a Coaching Culture
- Organisational and individual resilience and well-being
- Interpersonal relationships e.g. upward management, conflict resolution, influencing motivating teams, managing 'difficult people'

Business Experience

- My expertise in coaching and leadership development results from my combined experience as a senior manager in a London teaching hospital, HR Director for Save the Children (UK) and nine years as an organisation and leadership development consultant.
- I am an experienced coach, coaching people from middle management to boards to help them be their best.
- I have worked in a wide variety of companies, so I have gained a good understanding of the breadth of both corporate and personal need.

Qualifications and Accreditation

- Post-graduate Diploma, Psychosynthesis Counselling
- MA in Psychosynthesis Psychotherapy
- Post-graduate Diploma, Leadership Studies
- Certified Performance Coach, the Work Foundation
- MSc Human Resource Management
- Fellow of the CIPD
- Member of the ILM
- Advanced training in Group Facilitation, the Gestalt Centre
- NLP and MBTI practitioner
- MA History, Cambridge University