



“Karen's approach was engaging, empathic and approachable whilst bringing a wealth of knowledge and evidence-based research to the table for us to shape and make our own”

My Take on Leadership

I see leadership as an outcome that is only possible by actively engaging with a complex network of colleagues, senior influencers, clients and partners.

As a Social Psychologist I am particularly interested in how we influence, support and lobby through real relationships. Only when these are based upon trust, diversity and shared values can we achieve the challenging goals and opportunities that characterise leadership in today's business and organisational environments.

Recent Assignments

- *Developing and delivering talent management and personal development tools and processes for senior and executive leaders in NHS Scotland*
- *Design and delivery of Leadership Programmes and Executive Level coaching in Qatar*
- *High potential leadership programme for young and aspiring senior leaders in an International Energy Company*
- *Top Team Development for Senior Leaders within Central Government Department in the UK.*

Specialist Skills

- Leading in a complex environment
- Understanding the context and political enablers and barriers to effective leadership
- Change and Transformational Leadership
- High performing teams (and what stops them performing)
- Influence and impact through a network of deep and diverse relationships
- Leading remote or virtual teams
- Developing Emotional Intelligence
- Delegation and Engagement – at the heart of Leadership

Business Experience

- 5 years as an academic, then joined a leading Organisational consulting firm where she managed and led a wide range of leadership and organisational development projects in the UK, Europe, and America
- Member of the Associate Faculty at Cranfield School of Management
- Executive coach for over 20 years
- Registered and qualified Coaching Psychologist
- Leadership Development from middle management to board and executive level
- Design and delivery of leadership development interventions that focus upon high performance

Qualifications and Accreditation

- 1st Class Hons Degree in Psychology (Exeter University)
- Doctorate in Social & Organisational, (Oxford University)
- Chartered Occupational Psychologist
- Certificate of Coaching Psychology, Register of Coaching Psychologists
- Associate Fellow of the British Psychological Society
- Qualified user for Myers Briggs Type Indicator, OPQ, Wave, Talent Q, Strengthscope and other profiling tools
- Deep expertise in the design of leadership competency frameworks and assessment