

Areas of expertise

- Executive coach (for individuals and for teams)
- Teaching in management, leadership and organisational change
- Strategy and future picture
- Facilitation of organisational change and development
- Inquiry techniques and action learning
- Responsible practice and corporate responsibility
- Training in leadership, managing change, effective relationships, and supervision skills

Current positions

- a) Freelance organisational consultant since 2001
- b) Faculty, Academy of Executive Coaching
- c) Lecturer in leadership and management, Centre for Applied Human Rights, University of York
- d) Associate tutor, Woodbrooke Quaker Study Centre

Employment History

November 2013 onwards	Lecturer, University of York
2001 onwards	Organisational development consultant and coach
1996 – 2000	City of York Council - Coordinator, Community Mediation Service
1996	Mennonite Central Committee - Peace Presence Worker, Burundi, Central Africa
1994 – 1995	Quaker Peace and Service – Programme Assistant, Quaker United Nations Office, Geneva
1991 – 1994	Qualified and practised as a solicitor, Hood Vores and Allwood, Dereham, Norfolk

Work experience includes:

At the University of York, I teach management and leadership at the Centre for Applied Human Rights: to Masters students and Human Rights Defenders at risk on

the protective fellowship scheme; and via an online nine week Module *Leading and Managing Effective Human Rights Organisations* for internationally-based organizational staff and practitioners.

My Freelance work experience includes:

- Executive coaching to a range of chief executives, and to manager and leaders occupying complex or significant work roles
- Collaborative Inquiry into Globally Responsible Practice within a manufacture, production and retail business.
- Leading the design and delivery of Tools for Change, an intensive skills-focused programme on the tools for effective business relationships.
- Training and facilitation to support embedding of leadership and leaderful behaviours for all staff and leadership team within a youth offending team.
- Facilitating an Action Learning Set on The Learning Organisation.
- Delivering programmes on Tools for Change and Managing Oneself in Change.
- Conducting reviews of Amnesty International UK's Nations and Regions Team, and Activism Team; conducting an internal review of Friends of the Earth
- Facilitating a range of senior teams and Trustee Boards in strategy-shaping processes.
- Training on capacity building, supervision skills, managing difficult people, evaluation and impact assessment.
- Evaluating a range of projects, including a counselling service for victims of racial harassment, a conflict resolution network, community chaplaincy project, a healthy living project, and a Youth Offending Team's parenting & restorative justice projects.
- Benchmarking mediation services against service accreditation standards.

Examples of clients

Bettys and Taylors Group • Cheshire East Youth Engagement Service • AgeUK North Craven • The Helplines Association • Alderley Edge Medical Practice • Joseph Rowntree Charitable Trust • Amnesty International UK • Wakefield District Homes • International Service • Mediation Services, Manchester City Council • Mediation Yorkshire • Crohn's and Colitis UK • WWF International • WWF UK • Friends of the Earth • Edinburgh Cyrenians and SACRO • Co-operative Futures • Newcastle Conflict Resolution Network • The Travellers Trust • West Yorkshire Community Chaplaincy Project • Centre for Global Education, York • Care Coordination Network UK • York Housing Association • University of York • The Family Fund • Suffolk Racial Harassment Initiative • Inner East Leeds Healthy Living • Alone in London • Centre Point, Durham

Professional qualifications

- 2016 Transactional Analysis 101, UK Association for Transactional Analysis
- 2016 Postgraduate Certificate of Academic Practice (University of York teaching qualification)
- 2016 Practitioner Diploma in Executive Coaching, Academy of Executive Coaching
- 2002 Diploma in the work of the Change Agent, Oasis Human Relations
- 2001 Advanced Diploma in Therapeutic Counselling – Groupwork Skills, Oasis Human Relations
- 1999 Postgraduate Certificate in Management and Leadership, Leeds Metropolitan University
- 1997 OCN-accredited community mediation skills training, Dewsbury Community Mediation Service
- 1995 Working with Conflict, Birmingham (11 week residential full-time course)
- 1991 Solicitors Finals Examinations (2nd Class Honours), Birmingham Polytechnic
- 1989 LLB: Law, Lancaster University

Other professional development training

Supervision with the Team and Organisation in Mind (2017): three-day programme led by Peter Hawkins and Nick Smith, Bath Consultancy Group and accredited by European Mentoring and Coaching Council

Understanding the Temperaments (2012): 2 day programme exploring the four temperaments (Choleric, Sanguine Melancholic, Phlegmatic).

Transformational Change: Business Inspired by Nature (2010): A 5-day programme at Schumacher College, Totnes.

Tools for Transferring Learning (2009): The theory and practice of transferring learning from training programme back to the workplace.

Working with Conflict (1995): A three-month fulltime residential programme, covering conflict analysis and skills/theories of constructive resolution interventions in a range of local, national and international conflicts.

Publications

Responding to Community Conflict: A review of neighbourhood mediation 2002, Joseph Rowntree Foundation

A Tour of John Heron's Feeling and Personhood 2005, Oasis Publications.

With Bronwen Gray, *This We Can Say*, a chapter in *Seeing, Hearing Knowing: Reflections on Experiment with Light*, edited by John Lampen, 2008