

Meet the Faculty

Who's who

The Faculty team

Vicki Abson



Vicki is an experienced leadership and organisation development specialist with a successful track record over 25 years; developing senior leaders and clinical leaders in the NHS, and executives and senior teams in corporate organisations.

She runs her own consultancy & coaching business and prior to this was Director of Organisation Development in Rolls-Royce for 5 years. She has previously held senior leadership OD/HR roles in Siemens, the NHS, Hospitality industry and Local Government. Her early career was as a Psychologist in Universities. She has also served as a non-executive board member for the Tyne & Wear Learning & Skills Council.

Vicki draws on her diverse background, varied experience in large complex organisations, and breadth of professional training & education to create stimulating and innovative leadership development programmes.

She is a Chartered Psychologist and Associate Fellow of the British Psychological Society; a Fellow of the Chartered Institute of Personnel and Development and she holds an MBA degree. She is an accredited coach supervisor with the Association for Professional Executive Coaching & Supervision (APECS), and is also on the NHS Leadership Academy's register of approved executive coaches.

Vicki is passionate about developing leaders to 'be the best they can be'. She believes their approach sets the tone and climate of the organisation and how they engage with staff enables them in turn to give of their best. This ultimately in the NHS, impacts on the quality of care patients and their families experience.

Simon Bird



Simon Bird is an Associate Director at Hay Group, a global consultancy with particular expertise in helping organisations be more effective and productive through working with their people. Prior to joining Hay Group in 2011, his career was primarily in the NHS (with a spell at The King's Fund) in which he led a number of national leadership development programmes and initiatives including elements of the NHS Top Leaders programme.

He has extensive experience of designing leadership assessment and development work for individuals, groups and organisations throughout the NHS and is particularly motivated by the fact that leadership development in the NHS has an edge, in that when it is successful, people feel able and motivated to make changes which translate into better and safer care.

Sharon Brockway



Sharon is a consultant and occupational psychologist who specialises in leadership and management development at middle and senior levels. She is an experienced facilitator and executive coach.

She has some 15 years of experience working in the private, public and not-for-profit sectors, including financial services, airlines, law, engineering, auditing, health, insurance, housing associations and the civil service.

Her particular strengths are in the facilitation of groups, especially the facilitation of action learning sets, coaching for leadership development, personal effectiveness and providing psychometric and 360-degree feedback. A large part of her work is helping to develop leadership capability in technical experts or professionals. She also works in the area of Emotional Intelligence and resilience, including relationship management and personal effectiveness.

Her style is warm, measured and supportive. She provides challenge when needed and regards feedback as a prime source of individual development, both for herself and the people she works with. As a facilitator she is articulate and clear in her delivery and prefers to work with a light touch.

Sharon is qualified in a wide range of psychometric including the OPQ, the Hogan series, MBTI, FIRO B and the E.I. Profile. She holds certificates in Transactional Analysis and psychodynamic coaching. She has a Master's degree in Occupational and Organisational Psychology and is a graduate member of the British Psychology Society. She works internationally and has a strong track record with the Singapore Civil Service where she designs and delivers leadership programmes for fast track and middle to senior civil servants.

James Butcher



James Butcher has 25 years' experience of people development. He is known as an insightful coach, a skilled facilitator, an energising trainer, and someone who brings rigour to the application of psychology to the world of work. His work includes coaching individuals, designing and facilitating development programmes and team events, mediation, and advising on organisational and leadership development. James helps leaders find straightforward ways to describe the behaviours that go to make up leadership, and encourages leaders to focus not just on the individuals they lead but on the system in which those individuals work.

As part of an MSc in Applied Positive Psychology, James researched positive organisational cultures, to identify the conditions that help individuals perform at their best. He presented his findings at the Canadian Positive Psychological Conference in 2012. In 2010 he contributed to a symposium on applying positive psychology to the world of work at the European Positive Psychology Conference in Copenhagen. He has lectured on the business applications of Appreciative Inquiry at the MSc in Applied Positive Psychology at University of East London, and has contributed case studies of his work to the recently-published book "Positive Psychology at Work: How Positive Leadership and Appreciative Inquiry Create Inspiring Organizations".

Carol Campaigne



Carol's big bold ambition is to fundamentally change the character of organisations from the inside out, working with them to think differently, challenge the 'norm' and develop courageous values driven, globally minded leaders that create inspirational high performing inclusive cultures.

With a strong background in corporate strategy, executive coaching, diversity & inclusion, leadership and organisational development for public and private sector organisations, Carol has developed a successful track record in

contributing to the strategic and operational transformation of organisations, the development of Board and team effectiveness, and in expanding the leadership reach and capability of individuals particularly those from minority groups.

Carol is also an executive coach who specialises in maximising the authentic leadership, personal effectiveness and business impact of her clients by building on their core values, diverse strengths, and personal aspirations. Her mission is to help her clients realise their full potential at every point of their leadership journey, using and drawing on what makes them distinctly unique.

Key skills, expertise and experience include:

Expert consulting and facilitation in the areas of corporate strategy, culture change diversity & inclusion and organisational development.

Designing and delivering innovative career, leadership and organisational development initiatives.

Executive leadership coaching, supporting leaders to lead with authenticity, deepen their impact and leave an enduring legacy.

Facilitation of a range of system wide, organisational, Board and team interventions that deliver sustainable change.

Developing and delivering a broad range of academic leadership and management programmes.

Dr Eden Charles



Eden Charles PhD has worked as a developer of leaders for over 30 years and is Managing Director of People Opportunities Limited.

He has been coach and consultant to Chief Executives, leaders of multi-national organisations and to senior managers from a variety of sectors and countries. His clients include leading organisations from nearly every sector of society including the armed forces, NGOs, local government, police forces, the NHS, the BBC and Channel 4, financial institutions, the oil industry, academic and educational institutions, and National and Local Government.

His work with the NHS includes coaching leaders and Boards, facilitating Board development events, designing and facilitating leadership development programmes, leading on the Action Learning Set element of the NHS Graduate Training Scheme. Eden is currently assisting a number of CCGs and Health and Well Being Boards develop their ways of working.

Eden has been working with transformational educational approaches such as self-managed learning and Appreciative Inquiry for many years. He believes that all learning is about change and works to bring about the kinds of change that lead to more productive and inclusive organisations. He is recognised as a thought leader in the area of Organisational Development as it impacts strategy generally and inclusion in particular. His specialism is leadership development and he has designed and delivered on successful programmes for a wide range of public and private organisations.

John Deffenbaugh



John Deffenbaugh is a director of [Frontline](#) – he is a business strategist, developer of leaders, coach, and a non-executive. He has over 30 years health care and business experience, from having worked in and consulted with the NHS, private sector and health care businesses in the UK, Egypt and the US. He combines this hands-on experience with insight of the changing environment within which public policy is developed and implemented. John is a regular commentator on leadership, policy and governance issues, publishing thinking pieces and journal articles.

John co-founded Frontline and leads the company's health and social care business. He works across the boundaries of leadership roles, departments and organisations, and takes a system approach to joining the dots in service design and delivery. His expertise lies in strategy creation and implementation, board development, performance coaching, top leader development and performance management using the Balanced Scorecard. John has been a non-executive director in the NHS for 12 years.

Mark Doughty



Mark works as a coach and facilitator supporting the development of health and social care leaders and professionals. He also works in the field of organisational change, utilizing dialogic practices to support organisations to ensure services are designed and delivered in partnership with patient, carers, service users and the local community.

Mark is co-founder and director of the Centre for Patient Leadership. He supports the development of patients and service users as leaders and agents of change. He also works with health and social care professionals supporting them to build collaborative partnerships with their patients, service users and local communities.

His work in the field of patient leadership has been short listed for national and international awards and in 2015 he appeared in the HSJ Top 50 Patient Leaders list where the judges stated that he “is seen by many as originating the idea of patient leaders”

Mark also works with disabled people supporting their personal and professional development. Since 1990 Mark's work has reached over 5000 people both in the UK and across Europe. In 2014 his personal leadership and career development programme for disabled staff at Ernst & Young (EY) won one of the prestigious Disability Smart awards sponsored by the Business Disability Forum.

Mark is an Associate of The Kings Fund and a faculty member of the South West Leadership Academy. He has worked as the Patient Representative on the BMJ Learning Committee, been a Trustee for Arthritis Care and an Associate of The Employers Forum on Disability (EFD). Whilst working for EFD he was responsible for advising and supporting organisations in implementing their diversity and Inclusion agendas.

Gwen Earl



Gwen specialises in the management of change, with a particular interest in the improvement of organisational performance through the development of robust plans and their delivery through people. Her career combines business projects across central government, healthcare and private sector organisations with clinical and board level managerial healthcare experience in the UK and internationally, where she has focused on leading organisational change. This mix gives her a deep understanding of the development of the public sector over thirty years from a range of perspectives – clinical, managerial and external.

Her career has involved 20 years' experience in senior management and project roles in the UK, Europe and worldwide; consulting assignments across private and public sectors including health, technology, transport and justice, project and change management, and complex stakeholder management; senior leadership and management development; strategy and business planning; executive director on an NHS Board in the UK for four years; work on the senior management team of a healthcare insurance organisation in New Zealand; and clinical experience as an occupational therapist / clinical manager in the UK and South Africa.

Breda Flaherty



Breda Flaherty is Director of BFA Development. A highly skilled developer of clinical, managerial and social care leaders, her interest is in developing leaders and professionals in changing organisations to improve services.

Her wider leadership and Associate roles include the MSc. Course Directorship at Brighton and Sussex Medical School Postgraduate Division, where she leads on Developing Effective Commissioners and on Clinical Leadership. Breda is a Leadership Associate at the King's Fund and a Commissioning Development Associate at the National Skills Academy for Social Care (NSASC).

Her interests are in Commissioning for service improvement, Medical and Clinical Leadership, Primary Care Development, and overall improving care to people with long-term, complex conditions by putting people who use services at the centre of our thinking about change.

Recent projects include:

Improving the national specialist commissioning of HIV Care through networks – BHIVA and NHS England 2014.

Establishing a South East Fellowship in Dementia Care & Leadership – BSMS & HE-KSS 2014.

Developing Clinical Commissioning through Leadership Simulations to support CCG Leadership 2013-14.

Establishing an in-organisation Mentoring scheme across The Hurley Group, supporting this innovative and entrepreneurial primary care service to develop next generation leaders 2012-14.

'Better Dementia Commissioning and Care' 2012-13: The design and delivery of NHS London-wide programme for GPs across 32 London Boroughs, resulting in better early diagnosis and improved access to care across London; (BMJ publication 2014).

Joint Leadership of the National Clinical Fellows Programme, Leadership Academy, and Darzi Fellows Programme London Deanery and The King's Fund 2010-13.

Mary Frances



Mary Frances is an organisation consultant, group facilitator and leadership coach.

Her practice integrates personal and professional development and is based in a constructivist approach to change and transition. She works across a wide range of organisations and industries on a variety of learning and development projects, and has supported public service leaders through many cycles of organisational change. Her current professional interests include collaborative approaches to leadership; constructive influencing skills; co-consulting and action learning; skills for the reflexive practitioner; storytelling, narrative and metaphor; collaborative and practitioner research; and exploring the conversational change processes of everyday working life.

As well as running her own consultancy, Mary is a tutor and teacher of Personal Construct Psychology with affiliation to a number of universities and institutes in the UK and Europe, and she regularly presents and publishes her work on organisational applications of constructivist theory.

Oonagh Gaff



Oonagh is a consultant and facilitator with Down to Earth. She has worked extensively in the field of organisation and leadership development in a range of public and private sector organisations including The World Bank, UNICEF, Diageo, RBS and the Scottish Government. She is a skilled leadership coach, specialising in supporting leaders in leading with authenticity and purpose.

Oonagh is an experienced designer and facilitator of interventions with groups and teams. All of her work is aimed at helping organisations establish strength and confidence in their economic and social contribution to the communities in which they operate, in an environment where people are encouraged, able and engaged with helping themselves and others to be their best selves.

Louisa Hardman



Louisa is passionate about developing creative and engaging interventions that deliver improved individual and organisational performance. Blending organisational realism with creativity and psychological insight, her clients span a range of sectors including higher education, health, central and local government, broadcasting, publishing, professional services, transport, social housing, retail, distribution, finance, membership organisations, trades unions and the police. She has particular experience of supporting public sector leadership development through change and has special interests in:

Executive and top team coaching to improve organisational performance through fostering leadership direction, capability, resilience and creativity.

Supporting whole organisation culture change and development through leadership and management development and facilitated conversations.

Louisa brings a deep understanding of individual, group and organisational change and development through her combination of psychotherapeutic and organisational consulting practice. Clients also say they value her integrity, thoughtfulness, humour and challenge.

Nichola Jacob



Nichola is a Partner at Development Potential, a business with a focus on developing Leaders and their teams to be at their best. She believes this development process is a journey, a product of connections and interactions and overall organisational context. It requires leaders to have a high degree of self-mastery, to be able to reach out and connect really well with others in their system and beyond, and to focus on both their current organisational reality and the future possibilities.

Nichola works in a number of organisational contexts and cultures, across both the public and private sectors, bringing with her some different perspectives as well as her experiences of managing and leading her own teams. She has a breadth and depth of experience particularly in the areas of one-to-one coaching and senior team development, as well as the facilitation and design of many different interventions, with both an individual and an organisational focus. Nichola has a highly valued leadership style with strong relationship and consulting skills, including a reputation for working collaboratively. Her style is characterised by a warm, relaxed manner and pragmatic and realistic approach.

Graham Johnson



Graham is committed to enabling leadership that lasts. With a depth of understanding in the leadership field, prior to his role as a facilitator and consultant working with knowledge-rich organisations across the private, public and voluntary sectors, for many years he was a leadership practitioner within commercial organisations and also holds a Masters in leadership studies.

Graham has a passion for developing senior executives and their teams towards practising collaborative and inclusive leadership as the complex challenges they face require a whole systems response based on the combined wisdom, energy and intent of the organisation, staff and stakeholders.

Barbara Kenton



Barbara is Director of WHooSH The Change and Conflict Consultancy with over 25 years' experience in people and organisational development working at both operational and strategic levels.

Prior to working freelance, Barbara was a Senior Consultant at Roffey Park, directing, designing and facilitating a range of leadership and management development programmes and acting as set advisor on the MSc in People and Organisational Development. She has worked internationally in the United States, France, Holland, Germany, South Africa, South America; Switzerland, Poland, Cambodia and China. Her main focus is in consultancy and development in the areas of change, leadership, personal effectiveness, team and organisational dynamics and conflict resolution.

Barbara's consultancy work has included: assessing the effectiveness of the Board of Governors at an NHS Foundation Trust; designing and running large scale intervention towards culture change for a county council; developing strategic action plans for keeping diversity on the organisational agenda for a large Hospital; implementing a mediation service for an NHS Trust; facilitating change programmes for private and public sector clients; identifying training and development needs to inform strategy on leadership development for an international printing company and conducting research on organisational capability for a Scientific Research Institute.

Barbara is qualified in the use of occupational tests and personality instruments to Level B (Myers-Briggs, 16PF/16PF5 and Firo Element B) and is registered with the BPS. She is also a qualified NLP practitioner; family, community and workplace mediator and author of "HR The Business Partner" with co-author Jane Yarnall and "Change Conflict and Community" with Suzanne Penn.

As a volunteer, Barbara Chairs 'Mediation First' community mediation for Waverley and East Hants and sits as a panel member on Youth Justice young-offender panels. She also volunteers for Wimbledon Guild, as part of the family therapy team.

Maroline Lasebikan



Maroline is an innovative, change orientated, team player. She was the recipient of the Institute for Innovation and Improvement leadership award for inspirational and innovative leadership 2006.

Maroline is the Managing Director of Reddenhill Consulting Ltd. She is an experienced Director with a professional NHS background, possessing a broad range of skills and experience in the fields of Quality and its Assurance, Organisational Development, Leadership, General Management and Equality and Diversity at both a strategic and operational level.

Maroline has experience of working with a wide variety of organisations within Local Authorities, Third Sector, Private Sector and Government.

Maroline has acted as both an internal and external consultant, designing, implementing and evaluating projects on leadership, quality improvement, and equality and diversity.

Her general management experience includes responsibility for commissioning services, service delivery, strategic human resources, audit and performance review.

Maroline has successfully mentored and coached a number of aspiring leaders from a wide range of organisations in the public and private sectors to achieve their career aspirations.

Penny Lock



Penny Lock is an organisational consultant, team coach and facilitator specialising in leadership development and effective teamwork in complex organisations, private and public. She has extensive experience of the public sector in the UK and abroad, both as a manager and as a consultant. She was a manager in the NHS for over fifteen years, working in acute trusts and commissioning authorities in and outside of London and directed the successful merger of two NHS Acute Trusts. She lived in Barcelona for many years and undertook health care assessment and research for the Autonomous Government of Catalonia.

Penny's expertise is in working with teams, helping them to clarify their role, remit and definition of success within the wider system and develop the individuals who work in them. In her health related consultancy practice she works with boards of NHS trusts and more recently clinical commissioning groups, runs leadership development programmes and does executive coaching. She has worked with clinicians at all levels in the NHS, through board and leadership team development, facilitation and executive coaching. She has Masters Degrees in Sociology Applied to Healthcare, and People and Organisational Development.

Jeremy Peel



Jem has more than fifteen years of experience of leadership and organisation development in a variety of corporate and third sector organisations. Throughout this period, Jem has worked to increase awareness, capability and adaptation at individual, group and organisational levels. He has likewise performed as a sponsor and leader of various corporate functions, projects and initiatives in his own right.

Jem is passionate about helping leaders to confront traditional ‘mechanical’ notions of organisations and leadership – and to increase their instrumentality as agents in social-systems. Accordingly, his approach is grounded in the phenomenology of organisations – focusing on experiencing, ‘sense-making’ and reflexivity.

Leadership Development

Jem has considerable experience of working as a coach, mentor, facilitator and trainer to develop senior leaders, executives and other ‘developers’. His leadership development practice is premised on creating a greater sense of self (“What’s it like being me?”); of self in relation to others (“What’s it like being on the receiving end of me?”); and of self in relation to the wider organisational-system (“How am I influencing the organisation I’m a part of – and how is it influencing me?”).

Organisational Development

As an OD expert, Jem draws upon his extensive knowledge and experience of organisational change, culture, group-dynamics, organisation-design, talent and performance management systems and employer-brand/propositions. He uses collaborative enquiry to enrich participation and raise awareness of social-construction

Alexander Pett



Alexander is a leadership development and organisational change specialist with 12 year’s proven capability in supporting leadership teams to improve their ability to execute strategies. He is now a Director of River Leadership Consulting, working with clients in both the private and public sectors to establish the leadership capabilities and behaviours necessary to underpin performance improvement. Previously Alexander was Director of Leadership, Talent and Learning for Kingfisher Group and before this was Head of Leadership and Talent Development for BT Global Services. He designed the core foundations of these organisations’ approaches to leadership development and personally delivered a range of change interventions, development programmes and executive coaching.

Alexander has established a reputation for helping leaders and executives improve their organisational, team and personal performance. Before working with BT, Alexander led his own leadership development practice working with clients in public and private sectors and prior to this he founded and led the learning and development consultancy unit for University College, Chichester.

Jamie Ripman



Jamie is a co-founder and Director of Practive. He originally trained as an actor at the Bristol Old Vic Theatre School and worked for many years as a performer, writer and director in theatre, television and radio. In 1993 he re-trained to become a facilitator, coach and workshop leader and has now been working in this field for nearly 20 years. In 2002 he set up Practive with Philippa Williams. His expertise lies in helping individuals and groups to learn through experience and his interest is in enabling others to develop and sustain practical leadership skills.

In the public, private and third sectors, Jamie has designed and delivered a wide range of leadership development events from small group sessions to large conferences and whole development centres. He is a highly experienced coach and has worked with leaders at all levels and roles. He also writes case studies and scripts for conferences and writes and directs training videos. Jamie is accredited to use the Myers Briggs Type Indicator and the Strength Deployment Inventory and is familiar with many other models and frameworks such as the Thomas-Kilmann Conflict Mode Instrument, Transactional Analysis, Situational Leadership, and GROW, amongst others.

Liz Saunders



Liz comes from a health service background; she joined the NHS as part of the General Management Training Scheme and worked in various operational roles in acute trusts in London. She then joined The King's Fund where she developed her expertise in Leadership Development, and moved to Hay Group to work in the public sector practice in June 2013.

Liz combines her own understanding of the health sector, together with an ability to explore the client's particular environment, to design development interventions to best meet their needs. She is experienced in working with groups of all sizes – from action learning sets, to groups of 15 – 20 all the way through to facilitating experiential learning for groups of over 100 people. She's particularly interested in the development of doctors in post graduate training but has worked with leaders of all levels in the NHS, from management trainees through to chief executives.

As passionate as she is about leadership development in health care, Liz does allow herself some time to pursue interests in other areas. She has been doing triathlons for the last 5 years and also bakes novelty cakes.

Martin Saville



Martin is a consultant, facilitator and coach who combines a professional background in senior management roles with specific expertise in leadership development, group dynamics and Organisational Development (OD). Much of his time is spent helping organisations and teams to develop the leadership they need to succeed, and helping individual leaders to build emotional intelligence, resilience, authenticity and impact. He also designs and delivers major organisational change initiatives, providing consultancy and supporting clients in developing their Organisation Development capacity. An experienced facilitator, he has worked with top teams and Boards, facilitating learning sets, developing strategy and building team effectiveness.

As well as his work for the Leadership Academy, Martin runs his own consultancy practice. A former Director of Strategic Planning and Operations at London Business School, he has worked with organisations in a wide variety of sectors, ranging from health, higher education, the arts, and local and central government to finance and industry. Current projects include building OD capability within the UK Civil Service, consulting to an NHS Trust, values and culture development for a national charity and a number of assignments in the private sector.

Martin is also known for the work he does in developing OD teams and practitioners. He is a regular conference speaker on OD and is the co-editor of *A Field Guide for Organisation Development* published by Gower in 2014. He has a degree in Classics from Oxford University and an MBA from London Business School, as well as a Foundation Certificate in Psychotherapy and Counselling from Regent's College. He is certified as a Somatic Coach and is an Honorary Visiting Professor of the Faculty of Business and Law, part of London Metropolitan University.

Martin's early career was spent in opera management. He maintains his connection to the world of opera as Deputy Chairman of British Youth Opera.

Carl Smith



Carl is a consultant with Hay Group Management Limited. Through an in-depth understanding of human behaviour at work, he has a track record of transformational change in global business, and large scale public sector organisations. From a background in education, his work combines a true developmental approach with a strong business focus. He is extensively involved in leadership development at all levels of organisations with a particular interest in Top Team effectiveness.

Carl is also extensively involved in developing and delivering programmes around the strategic development of leadership potential. Talent management and succession remain a key focus, with extensive use of psychometric tools to support individuals on their leadership journey. To this end, he works as an executive coach in both the private and public sector. Work in the NHS has been extensive with involvement in multiple agencies supporting the development of diverse projects relating to people, policy and practice.

Francis Stickland



Francis is an experienced strategy and organisation development (OD) professional. He has led the European Leadership Consulting Practice and the European Corporate Restructuring and Change Practice for a global consulting firm. Dealing regularly with business restructuring and corporate transformation, he has deep expertise in strategy setting, organisation design, leadership effectiveness and culture change.

Francis has held positions within both the banking and manufacturing sectors, living and working in the UK, Belgium, Sweden and France. Since 1996 he has consulted in North America, the Middle East, South East Asia and Europe, operating at Board and top team levels. He is also author of *The Dynamics of Change* (Routledge: London & NY). Francis holds a PhD in Organisational Behaviour from the Department of Systems Science, City University, London.

Frances Storr



I am an organisational psychologist with over 20 years' experience of organisational development and culture change and a career spanning both public, private and third sector organisations. I joined Sheppard Moscow in 2001 because I was impressed by the innovative way in which they ran the business. Since then I have designed and delivered high quality leadership development programmes for the likes of Kellogg, Ford Motor Company, Cancer Research UK and BBC Worldwide. I still work as an associate for Sheppard Moscow and I have two other strings to my bow. In 2012 I set up Frances Storr Associates to enable me to work more closely and at depth with organisations where I feel I can make a significant difference. I work with whole organisations and with leadership teams to help them evolve their culture so that it supports their strategy. Last year, with 3 other colleagues, I set up Levati Learning which is a management development company specialising in in-depth personal development work for middle and senior managers, I am a qualified coach, facilitator and consultant. Previously I was an internal consultant in a Training and Enterprise Council where my job was to lead a culture change. The London School of Economics published it as a case study example of applying complexity theory to running a business.

I live on a hill in rural Yorkshire with my husband Richard, teenage son George (soon to go off to university) and a few animals – currently 4 pigs, 5 chickens and a dog.

Judy Taylor



In addition to being an NHS Leadership Academy faculty member, I'm the lead faculty for leadership development at the Royal College of Physicians of Ireland where I'm developing a new suite of medical leadership programmes. I'm also a Senior Lecturer at Birmingham University where I'm a Cohort Director on the Elizabeth Garrett Anderson Programme and I run an independent consultancy business which delivers development interventions across the health and social care sector.

I was previously a Senior Consultant in Leadership Development at the King's Fund. During 18 years in that role I designed and delivered leadership and organisational development programmes nationally and internationally and worked with a wide variety of board members, senior managers and clinical leaders. I directed the King's Fund's open programmes for Clinical Directors, Consultants, mixed clinicians and executive women for 12 years and ran numerous whole system engagement events and networks. I also provided thought leadership via conferences and articles and offered team development interventions and executive coaching.

I have a background in policy and management in the NHS, Social Services and voluntary sector and have a Master's degree in Public Policy. I'm also currently undertaking a doctorate in Existential Psychotherapy. My approach to development emphasizes participant centred, self-managed, experiential learning and I'm passionate about the NHS and people who work in it!

Dave Thornton



Dave Thornton works as a successful and sought after Executive Coach and 'top team' developer for a range of organisations across the UK. He is a qualified Executive Coach, NLP Master Practitioner, MBTI Facilitator and has a whole host of other experiences under his belt. He is a member of the Windsor Leadership Trust and is an Associate of the Kings Fund. His focus is on coaching senior executives and clinicians through change. Alongside his commercial sector portfolio, he works with a number of Royal Colleges and is a faculty member for the NHS Leadership Academy.

Dave has worked in a variety of senior NHS environments and has held national positions in a career spanning over 27 years. Establishing his current business over four years ago he works across the UK and beyond, coaching and challenging senior people to look afresh at the issues that face them.

His experiences and ability to enter into a rapport with those he works with, allows him to rapidly gain an empathetic understanding of issues, expectations and the subtleties of situations. As an experienced facilitator, Dave has the ability to tune into his audience allowing them to step out of their roles and think creatively about future opportunities, developments and products in a way that encourages new thinking.

Peter Wall



Peter spent more than 20 years working in the automotive sector, initially from a marketing perspective and then subsequently in quality improvement, strategic planning, product development, training and then finally leadership and organisation development.

In the latter stages of this time he was the programme leader of the organisational development programme that ultimately resulted in Jaguar Land Rover winning the Outstanding Workplace of the Year category at the 2006 National Business Awards.

In 2007 he joined The Work Foundation, working initially as a Senior Consultant before being appointed Associate Director with specialism in leadership and coaching. He started his own independent leadership development and coaching business in 2010.

He now has more than fifteen years' specific experience as an OD practitioner, facilitator and coach, providing focused individual and collective support, often allied to leadership and organisation development interventions, in many different organisations and in all sectors.

He has supported leadership and organisation development programmes in locations as varied as the USA, Thailand, Russia, Hong Kong and Qatar, and delivered coaching skills development programmes from introductory through to advanced level with groups in Germany and Sweden as well as in the UK.

He has particular expertise in working in cross-cultural, multi-stakeholder environments and has been called upon regularly to help leaders and team members of recently merged or freshly-collaborating organisations/teams to clarify their mutual aims and enhance individual and collective performance.

Amongst his academic qualifications, he holds an MSc in Engineering Business Management, as well as being a certified MBTI practitioner (Step I and Step II).

Heather Wicks



Heather's passion is empowering and delivering positive change with individuals and organisations. A career spanning 25 years within the NHS as a clinician and leader combined with a Masters in the Management of Innovation and Change and extensive coaching and OD practice, has resulted in a rare combination of deep and broad knowledge of the NHS and care sector and expertise in making transformational change happen.

Having worked as an executive director in a Primary Care Trust and a number of senior leadership roles in commissioning, quality and clinical governance as well as that of professional advisor to the Chief Health Professions Officer, Heather has a rounded and diverse experience of provision and commissioning of health and care.

Heather works with others using a dynamic and action orientated style to empower and facilitate change. She is a qualified personal development coach and has designed and delivered numerous learning and development events focused on coaching, leadership and organisational development. She has been extensively involved in clinical engagement and leadership in commissioning as part of the establishment of the new organisations in the NHS since the structural changes agreed in 2012.

Philippa Williams



Philippa Williams is a Director and co-founder of Practive Ltd, a consultancy specialising in the practice of leadership. She and Jamie Ripman set up Practive in 2002 with the intention of building and developing their work in experiential learning and leadership development. Her background is in theatre and after graduating from Sussex University with a degree in English Literature, she worked as an actress and director for several years.

For the past twenty or so years Philippa has been developing her practice in personal and leadership development, working in many different organizations at all levels, across the public and private sectors. She has designed and facilitated many different type of interventions, including leadership and management development centres, large group interventions, team building sessions, Executive Team and Board development, action learning sets, training courses, forum theatre and one-to-one coaching. She also writes case studies for development centres and scripts for conferences. Her particular expertise lies in creating the conditions and environment for her clients to practise and develop the leadership mindsets, strategies and behaviours they need for their evolving context. In her one-to-one coaching she specialises in helping people to develop how they communicate with others, to understand the impact they have, to build on their strengths and explore ways to extend their range in all situations.

Philippa has led on many development programmes for the NHS over the past twelve years, including leadership and management development centres as well as bespoke individual programmes for Trusts, team development for Executive teams and individual coaching. She helped to design and has been a faculty member for the NHS Top Leaders programme (now the Directors programme) since 2011, working with many senior clinical and managerial leaders across the system. As a member of the Faculty for the NHS Leadership Academy since 2012 she has also been involved in the design and delivery of many of the nursing and midwifery leadership programmes, working with hundreds of nurses and midwives, at different levels of seniority, from across the country and she is a Set Advisor for the Nye Bevan programme for those aspiring to Board level roles within the next couple of years. Through her work with the Academy she has become particularly interested in what 'system leadership' means and how to work with her clients to help them explore the paradoxes and develop the opportunities to lead beyond their own organisation in the service of continually improving patient care in a challenging context.

Philippa continues to work with Jamie to develop Practive's offering in practical and aspirational leadership development.



Amanda Wilsher

With an Actor father and a Director mother, Amanda and her brothers grew up performing Shakespeare in the back garden. This didn't seem to put her off a career in the Theatre, so she went on to train and then work as an actress. During an idle moment she was asked to run a youth theatre and discovered she was more interested in how other people developed through their experience of theatre, and more curious about how audiences interpreted what was in front of them, than in acting. So 25 years ago she set up The Young Peoples Drama Centre for whom she wrote and directed over 20 plays.

For the last 12 years she has written and directed comedy outfit 'Plested and Brown', with both national and international success. She directed world-class magicians in Germany and devised shows for young people, across the religious divide in Israel. During this time she also worked extensively with Trestle Theatre Company as Education and Outreach Officer running mask theatre workshops in schools and Arts Centres up and down the UK. Spotted by Arts & Business, she was asked to design and deliver a series of pilot sessions on Communication Skills for Sainsburys. Following the success of this pilot, she developed and delivered training sessions on Personal Impact for a number of SME's. She has gone on to become one of the pioneers of arts-based training, adding Crucial Conversations, Dealing with Conflict, Forum Theatre and 'real-play' to her workshop portfolio. She works with a number of global organizations and small local businesses. After 10 years as an associate at the Kings Fund, delivering on a variety of Leadership Programmes and working with numerous NHS organizations, she has recently developed sessions on Story

Telling for Leaders. She is Artistic Director and writer for mask theatre company The Village Idiots, who have had critical acclaim at the Edinburgh festival for many years.

Her unique approach to personal development brings together her creative talents as a theatre practitioner and skill as a facilitator/trainer. Ever-curious about what makes people tick and how we embody and reveal our inner lives, her passion is for developing people in general and in the NHS in particular.

Kevin Wyke



Kevin is a facilitator, coach and organisational development specialist and a key member of the Innovas Leadership and Management Development team. He has over 20 years background in public sector frontline service delivery and strategic Organisational and Workforce Development ranging from clinical roles as an Audiologist to positions leading organisation and workforce development at local, regional and national level including Associate Director of Workforce Development NHS North West and Chair of the British Association of Audiologists.

He has extensive experience designing and delivering impactful development interventions for individuals, teams and organisations, from frontline to board level executives and across a wide variety of sectors. He is passionate about connecting and engaging people in an organisation's challenges, helping them to understand and unlock their resourcefulness and realise their potential and he brings a dynamic energy, creativity and enjoyment to facilitation, coaching and organisational development, inspiring, challenging and helping people to make small steps or huge leaps, with a smile on their faces.

In his work Kevin focuses on three main areas: Animation, bringing life into situations and bringing situations to life; Reflection, creating moments and spaces for exploration; and Action, working with people so that they are able to make changes.