

Bios DRAFT – in alpha order



Sara Bacon, Centre Manager, National Technician Development Centre

As the Centre Manager for the National Technician Development Centre, Sara works with a core team and a range of specialist advisers to help Universities to create a sustainable future for their technical staff. Expertise, information and resources are developed for the NTDC Technical Resources Toolkit, including career progression workshops and skills, roles and responsibilities survey.

After completing a PhD in Bioinorganic Chemistry Sara moved into industry working for Croda Chemicals as a research chemist and then as a product manager in the research and development section. Sara then became a Data Manager where she managed a team on the implementation of a new SAP system to increase efficiency and improve productivity within the company.

Sara has also worked in a consultancy firm developing surveys and in recruitment assessment for the police. Recently Sara has worked in teaching, recruitment and outreach roles across the Higher Education sector, including project management and supervision of a laboratory facility.



Rob Baker, Tailoredthinking.co.uk

Rob Baker is a specialist at bringing positive psychology, wellbeing and exceptional performance to workplaces. He is the founder and Chief Positive Deviant of Tailored Thinking, a leading evidence-based positive psychology, wellbeing and HR consultancy and brings zest, curiosity and a collaborative spirit to everything that he does.

Rob's work, ideas and research on job crafting and how people can personalise work and bring their whole and best selves to the workplace have been presented at academic and professional conferences around the world. Rob is world-leading when it comes to designing and delivering job-crafting interventions in the workplace and is a Chartered Fellow of the CIPD (Europe's largest HR professional body) and a Chartered Fellow of the Australian HR Institute and has a first class Masters in Applied Positive Psychology from the University of Melbourne. He is currently writing a book entitled Personalization at Work with Kogan Page which comes out in April 2020.

Rob lives in Durham, and is always happiest having outdoor misadventures with his family.



Sarah Carty, Learning and Development Lead, University of Roehampton

New to the HE sector, Sarah started with Roehampton in November 2018 as the Learning and Development Lead. Her main areas of focus currently are the creation of a 'Development and Career Pathways' framework for the Professional Services staff, the Apprenticeship Levy and Staff Induction. Sarah has 6 years of experience in the HR sector and is a Chartered Insights Discovery practitioner.



Annie Clarke, Annie's Training Company Ltd

Annie Clarke launched Annie's Training Company Ltd in January 2015. Annie had previously worked as a freelance trainer for four years, whilst holding roles including Head of Learning Development at the Institute of Fundraising and Talent Development Manager at The Children's Society.

Her commitment to providing organisations with bespoke, innovative learning solutions, delivered with integrity was instrumental in her decision to launch her own training company.

She has over 15 years' experience of designing and delivering learning solutions across the charity, public and private sector. Her main topics are resilience, change and team building. Some of her clients include Médecins sans Frontières, England Athletics, North Air, Brindisa Spanish Foods, the National Trust, Mind, Marie Curie, and the London School of Economics.

Annie holds a CIPD Training Practice Certificate at Distinction level. She is also a qualified MBTI practitioner at Step 1 and Step 2 and has a MBA with Merit from the Open University.

Her career highlight to date was being selected to be a Leadership Trainer for the London 2012 Olympics.

You can see a short video of Annie in Action via: <https://youtu.be/ElwttQ5NQY4>



Louise Clifton Invisible Grail

Over the last seven years Louise has crafted a career in marketing and communications within higher education. Specialising in professional development, Louise thrives on working with people to bring alive their stories that show the wider world who they are and why what they do matters. Louise's current focus is on discovering and sharing compelling leadership narratives from people working in higher education across the world, so that as a global higher education community we can learn from each others experiences and insights.



Helen Connor & Christian McGrath, University of Huddersfield

Helen and Christian have been working in organisational development for over 20 years. Using positive psychology approaches in their training and coaching they are passionate about helping individuals and teams to meet their full potential whilst managing their own wellbeing. Working at University of Huddersfield they offer a range of courses to help individuals care for themselves, with the belief that if colleagues are maintaining their own mental health then motivation and productively will follow. This bottom up approach in supporting colleagues to achieve individual, team, departmental and organisational success is at the heart of what they do. Starting with the basics such as sleep, rest, and recovery they strive to lay the foundations for individuals to be the best they can be.



Rachel Cowen, Senior Lecturer in Academic and Researcher Development, The University of Manchester.

Rachel Cowen is a Senior Lecturer and co-founder of the Centre for Academic and Researcher Development, University of Manchester. She is an accredited executive coach and Senior Fellow of the Higher Education Academy who specialises in developing programmes to promote research and teaching and learning excellence and inspiring academic leadership nationally and internationally.

Prof Chris Day VC & President University of Newcastle



Professor Chris Day took up the role of Vice-Chancellor and President at Newcastle University with effect from 1 January 2017. A Consultant Hepatologist with an international reputation in medical research, he is a Fellow of the Academy of Medical Sciences. He has served on the Council of the Medical Research Council and the Executive of the Medical Schools Council. Professor Day was Chair of the Clinical Medicine Sub-Panel for the 2014 Research Excellence Framework (REF) Exercise.

Professor Day is currently a member of the Universities UK board, Chair of the Office for Strategic Co-ordination of Health Research (OSCHR), and, for REF 2021, will Chair the institutional environment pilot panel, which will pilot the assessment of the research environment at institution level. Professor Day is also a Deputy Lieutenant of Tyne and Wear.



Kirsty Dixon, University of York, Learning & Development Apprentice

I am currently on a two-year apprenticeship with the People and Organisational Development team, working towards the Learning and Development Practitioner Level 3 qualification. Coming from a mainly administration background, it's a whole new career. As part of the apprenticeship, I am leading a revamp of our central induction session and am looking forward to sharing my learning with other colleagues. I am a keen cyclist and gym goer and love to attend a quiz.



Stefanie Edler-Wollstein, Researcher Development Officer, The University of Manchester

Stefanie has a background in media and communications and brings experience from working in higher education, research organisations and industry in the UK and elsewhere. In her role as Researcher Developer, she designs and delivers a range of career workshops for early career researchers to equip them with the skills they need within and outside of academia. As an accredited coach, she offers individual career consultations. With a special interest in research leadership development, Stefanie has been involved in the team coaching pilot across the Faculties to support management teams to perform at their best.



Jo Forsyth, Professional Development Officer, AUA –

Jo supports organisations working with the AUA CPD Framework and working towards the Mark of Excellence. Jo also works on the AUA's professional development; from one day workshops to conference content.



Jenny Garratt,

Jenny Garrett is an Award Winning Coach, Speaker and Trainer with over 12 years' experience of running a Global Business. She is a Freeman of the Guild of Entrepreneurs – City of London and was listed in Brummell Magazines Top 30 City Innovators 2016.

Jenny works with [individuals](#) and [organisations](#), using her unique combination of skills around gender balance, leadership and self improvement to inspire and empower, achieving career and life changing results beyond expectation.

She is best known for her work empowering working women, particularly female breadwinners, through her Amazon Bestselling Book [Rocking Your Role](#). Her expertise in self-improvement and personal development for leaders, and her work equipping teens with the skills that leaders of the future will need through her social enterprise [Rocking Ur Teens](#).

She has reached an audience of over 30,000 through her speaking engagements, including two TEDx Talks, and coached individuals all over the globe from Australia, to Botswana, the US, Mexico, Spain and the UK, with over 4,000 coaching hours under her belt.

Her most recent clients include MasterCard, Ernst&Young, the NHS and the National Union of Students (NUS).

Jenny is a regular commentator on Sky News and LBC radio, and has been featured on BBC Radio 4 Woman's Hour, BBC Radio London & The Telegraph amongst many others.

Paul Gentle Academic Director, Invisible Grail



A leadership expert, Paul has dedicated the last eleven years to creating and delivering leadership development programmes and consultancy in higher education. Previously Head of Department and Dean, Paul now leads Invisible Grail with his colleague Louise Clifton, an organisation focused on supporting people in higher education to build stronger connections within and beyond their institution, for the greater good. In recent years, Paul's work has focused on developing leadership narratives of individuals and teams at senior levels in the UK and internationally.

John Hogg, Director of Continuous Improvement, University of Strathclyde



As Director of Continuous Improvement, John is responsible for providing leadership and direction to the University's continuous improvement activity and national Higher Education agendas including Value for Money, Effectiveness and Efficiencies. John's current external commitments include being Chair of Lean HE Europe, a member of the Lean HE Global Steering Group, Chair of Lean HE Scotland and a member of Universities Scotland Efficiencies & Effectiveness Committee. John is also a non-executive board member at Glasgow Kelvin College



Lizz Jones, Talent Jones Ltd.

Lizz is a specialist in Employee Engagement and Corporate Culture, and has run her own consultancy business, Tallant Jones Ltd, for 15 years. Her career began in the corporate sector, working for the Financial Times Group for 10 years, before heading into the world of consultancy and coaching. Within the Employee Engagement framework, she delivers consultancy and interventions of support to help businesses to enhance their:

- leadership & management behaviours;
- organisational culture;
- corporate values;
- performance management; and
- team dynamics.

Put simply, she helps companies to bring out the best in their people. She shows them how to listen (*really* listen) to their staff and how to have meaningful and impacting conversations with them. She helps businesses to understand (and harness) the power of a positive culture and the direct correlation that this has on organisational performance.

In addition, Lizz has a strong background in Coaching and over the years has amassed hundreds of hours of coaching experience to a senior level in businesses. She designs and delivers coach training packages for organisations up to ILM Level 5 and advises on how to develop a healthy coaching culture within their business.

Her clients include several UK Universities and organisations from across the public and private sectors. She also runs a Coaching Practice for individuals seeking to develop themselves, their business or their careers.

Lizz speaks regularly to a wide range of audiences on all aspects of leadership behaviours; employee health and well-being; and positive psychology in the workplace.



Alys Kay, Photographer, Coach & Learning and Development Specialist, The University of Manchester

Alys is an experienced Learning and Development Specialist with extensive experience in coaching, learning design and facilitation for personal and career development at the Universities of Manchester, Liverpool and Southampton. Alys is also a passionate documentary photographer, and has been successful in being awarded funding to partner with charities such as the Greater Manchester Youth Network to design and deliver interactive processes that support personal development and mental wellbeing through photography and visual literacy.

Jo Keeler, Belbin



As Managing Partner, Jo divides her time between the office (keeping the team on their toes) and delivering talks - spreading the language of Belbin to as many people and organisations as possible!



Dee-Ann Johnson, Public Engagement Manager, The University of Manchester

Dee-Ann is responsible for managing and coordinating University public and community engagement programmes, policies, processes and training interventions. With more than 15 years' experience in the higher education sector she leads on University support and development activities for academics and early career researchers involved in science communication, public engagement, and research impact initiatives. As a qualified executive coach, she co-coordinates the cross-institutional #CoachingHE Tweetchat, supports the University's staff coaching programme, and is currently undertaking an accredited Team Coaching course to enable teams to work at their best. For more information, contact me at [LinkedIn](#) or Twitter [@deeanni](#)



Sukhi Kainth. Advance HE

Sukhi has over 15 years' experience in the field of diversity and inclusion and for 10 of those, she has worked within the higher and further education sectors. She currently works for Advance HE where she delivers a wide range of EDI training programmes, including leading on Trans Awareness training and co-developing Challenging Privilege and the Dangers of a Single Story. Sukhi previously worked as a Project Manager for the National Union of Students' on a UK wide programme in the area of Faith and Belief. She has worked with a range of clients from Derby County Football Club, Tell MAMA to the Department of Business Innovation and Skills.

Working on programmes as diverse as Faith and Sexuality, Hate Crime, Conflict Reliance and Good Campus Relations, Sukhi is highly skilled at developing a blended learning experience from delivering successful webinars, designing bespoke train the trainer modules to facilitating action learning sets. Sukhi is passionate about creating real social and cultural change through innovative and pioneering training and learning programmes.



Michael Monaghan, Liverpool John Moores University Michael is a proactive learning and development practitioner with marketing expertise, dedicated to working within organisational enhancement and HE; taking a leading role in the advancement of LJMU's contemporary Leadership and Development Foundation, with a proven track record of successes and achievements within the sector for over ten years. Michael is a Fellow of the AUA and HEA, an AUA Advocate and an AUA Accreditation Reviewer. Michael is a qualified coach and has recently completed an MA in Advanced Educational Practice: Teaching and Learning. Michael delivers development sessions and programmes to large and small groups, performs 1:1 coaching and mentoring for staff and provides individualised development consultancy for managers. Michael leads a number of strategic OD projects for LJMU, including LJMU's Apprenticeship Levy. Michael was awarded AUA Member of the Year 2017 and 2019 for his innovative work helping others with their CPD. Michael was highly commended in LJMU's feedback for their AUA Mark of Excellence assessment for this work designing and delivery the AUA CPD Programme, leading the LJMU AUA Network, developing internal LJMU AUA CPD Awards and competitions, and creating AUA resources to support embedding the AUA CPD Framework within HEIs.



Laurna Macaulay, Edinburgh Napier

Experienced Learning & Development consultant currently working for Edinburgh Napier University, with a demonstrated history of working in the higher education and private sector industry. Skilled in training programme design, mentoring, training needs analysis, facilitation, project management and training delivery.

Peter Macdonald Hall, Principal Consultant, VERCIDA Consulting

Peter has been delivering diversity, inclusion and leadership development programmes for over 20 years. He brings a wealth of expertise in helping leaders to think creatively and pragmatically about how to leverage diversity and inclusion to positively impact on high team performance

Peter has supported executive management teams to embed cultural change both in the public and private sectors and he has designed, facilitated and presented bespoke leadership programmes, seeking to challenge assumptions at an executive level to ensure change is meaningful, participative and actioned.

As a trained facilitator and presenter Peter has in-depth knowledge in people engagement. His engaging and strong facilitation style enables Peter to challenge a leaders' current ways of thinking and working and as a result encourages leaders to adopt more inclusive and collaborative work styles.

Peter's specific areas of interests and expertise include:

- Designing and delivery inclusive leadership programmes for large and small organisations
- Designing and facilitating inclusive recruitment programmes
- Coaching for senior leaders
- Cultural Change; developing individuals to have an awareness of their behaviours and the behaviours of others in the workplace
- Coaching people to understand their role in a business and the impact of embedding new ways of working within a team environment
- How do we embed and sustain cultural change in businesses?

Peter has designed and delivered inclusion at work programmes for a range of national and international businesses, including Hermes, T. Rowe Price, Zurich Insurance, St James's Wealth Management, LGIM Asset Management, Redington Asset Management and many others.



Gemma Muckle, Researcher Development Officer, The University of Manchester

Gemma Muckle has worked as a Researcher Developer since 2005, devising and delivering development opportunities for research staff and postgraduate students. Her main responsibility is now for enabling the teaching and learning skills of research staff, and mentoring their professional accreditation with the Higher Education Academy, with which she is a Senior Fellow. She trained as a coach in 2008-9, and was involved with the University of Manchester team coaching pilot in 2018-19, supporting an effective management team towards high performance. Gemma also teaches Yoga, specialising in pregnancy classes, and her PhD (2003) was in ecology.



Clare Pavitt, Advance HE

Clare joined Advance HE in 2012 as Principal Adviser Equality, Diversity and Inclusion. Before it became part of Advance HE, she worked with the Equality Challenge Unit, initially as a Senior Policy Adviser leading work on religion and belief and sexual orientation, and subsequently setting up and managing the training and learning service.

With a career spanning central and local government, the voluntary sector, broadcasting, the police service and higher education, Clare has more than 30 years' experience supporting organisations on their equality, diversity and inclusion journeys. Before joining the HE sector she was the Diversity Director at Greater Manchester Police where she introduced the Force's first Integrated Equality Scheme and was instrumental in developing the National Equality Standard for the Police Service to enable forces to effectively evaluate their progress on equality and diversity.

Clare has substantial experience of developing and delivering training and learning related to equality, diversity and inclusion. Her work for HE clients has included:

- Training for line/project managers including introduction to equality, diversity and inclusion, fair recruitment and selection, managing performance, and leading diverse teams.
- Race equality training, incorporating an understanding of how racial privilege affects relationships between cultural groups; the nature and impact of micro-aggressions/ affirmations, and how to build conscious inclusivity.
- Understanding and dismantling barriers to inclusion – training on conscious and unconscious bias, privilege and disadvantage, structural, cultural and behavioural obstacles.
- Dignity and respect training including managing good relations on campus,
- Training for equality and diversity champions/change agents.



Henry Playfoot – Principal, Pitch Doctor. Associate, The School of Life, Senior Counsel, The Purpose Collaborative (New York)

Henry works at the intersection of strategy, culture, brand and communications, helping leaders and their teams think through what matters and what to do next.

Following in-house roles at the UK government's Dept of Health and BBC Radio 4, he co-founded and led Soho-based consultancy White Loop before joining award-winning Claremont Communications, where he secured long-term contracts with national and international clients.

In 2016 Henry conceived and authored the influential Purpose in Practice report, working with 25 senior executives from organisations including LEGO, The New York Times, Etsy, Oxfam and The North Face to understand how purpose influences culture, performance and long-term business success.

As the 'Pitch Doctor', Henry works closely with chief executives and leadership teams, adopting the role of Socratic dissenter, using dialogue to question assumptions and unearth wisdom and insights. He helps shape purpose, values and tone of voice initiatives that drive change at organisational level and beyond.

Andrew Scott, Scott Training and Consultancy



Andrew Scott is a qualified Thinking Environment Coach, having trained both with Nancy Kline and other members of her Collegiate, of which he is also now a member.

He uses the Thinking Environment extensively in his coaching practice, and also in the facilitation of workshops, awaydays, and meetings (e.g. of University Executive Boards, Faculty Boards, PVC thematic teams etc.).



Albina Shashyna is the Organisational Learning Manager at London School of Economics and Political Science; she has also been Treasurer to the Staff Development Forum (SDF) since November 2016.

Albina is an energetic and engaging Learning and Development professional, facilitator and coach, with experience in a range of sectors including retail and Higher Education. Albina influences across all levels of the organisation to implement strategic initiatives and drive change, helping organisations turn high level decisions into operational and practical reality. She is passionate about enabling individuals to understand themselves and others, allowing them greater control over their career success and their personal and professional satisfaction.

Craig Smith, BigPicture Learning



"Craig Smith has a passion for helping organisations and individuals to achieve their full potential. He believes that work should be engaging, stimulating and meaningful. He helps clients to create an environment where this is possible regardless of the sector they operate in. Craig's business, BigPicture Learning, develops innovative and engaging communication toolkits built around colourful visual metaphors, gamification and facilitated dialogue. These toolkits enable large organisations to communicate their change agenda, vision, values, behaviours and strategies to their employees. BigPicture's current clients include Tesco, EY, Babcock International, Rolls-Royce and Calor Gas."



Julian Stodd

Author of *The Social Leadership Handbook* and *Exploring the World of Social Learning*. Leading the Social Age movement. Working on writing and research around Dynamic Change and the Landscape of Trust.

Julian Stodd is a writer, artist, consultant, and explorer, with a deep interest in how things work: systems, societies, and structures, both technical and human.

At its highest level, his work covers the Social Age, documenting the change and sense-making what we do about it, and ranges from leadership to learning, culture to change, trust to humility.

Julian founded Sea Salt Learning as the vehicle to develop ideas into practice: a global consultancy, operating cross-sector, delivering programmes at scale.

Sea Salt is a safe harbour for independent thinkers: a globally diversified team, bringing the best of the traditional strengths, and the best new learning.

Julian's blog at www.julianstodd.wordpress.com is his primary space for sharing these stories, with over 1,300 articles and growing every day.

He has written ten books so far, with more on the way.

You can find Julian on Twitter @julianstodd



Chris Turgoose, Specialist Advisor, National Technician Development Centre, University of Sheffield

Chris Turgoose was the Centre Manager for the National Technician Development Centre and upon retiring is now a Specialist Advisor for the Centre. She was the co-project manager and workstream lead for the previous TDM project, having moved from her role as Professional Staff Development Coordinator in the Faculty of Science at the University of Sheffield.

Chris has a background in work psychology and career planning and guidance and has worked in a number of roles in HE since 1999. These include applied research and the administration and management of a work psychology consultancy unit. She has a particular interest in the importance of career planning and progression and while working on this project has developed a specialist understanding of how apprenticeship schemes work and is leading on the new HE Assistant Technician Apprenticeship Standard.

Chris Watt, Head of Organisational Learning Human, Resources Division, London School of Economics and Political Science



Chris Watt is the Head of Organisational Learning at the London School of Economics and Political Science, Chris is an innovative learning and development professional who is passionate about the development of people and organisations, with a proven record of achievement.

An accomplished, facilitator, coach, trainer and presenter, he has extensive experience in learning and development forged in both public and private sectors including roles in a FTSE listed bank and well known high street magazine company. A qualified psychometric practitioner and member of the Chartered Institute of Personnel and Development.