

Simon Lawrence

FCIPD

PROFILE

Simon has over 25 years' experience in change management and organisational development, working with clients across the public and private sector in the UK and overseas. Assignments have ranged from the NHS to IBM; local to national governments; and housing associations to charities. He chairs a mental health charity, Better Pathways in Birmingham.

KEY SKILLS AND ATTRIBUTES

ORGANISATIONAL DEVELOPMENT

Governance and Board Development: Reviewing governance and board effectiveness; training and facilitation of boards; coaching of chairs and board members.

Leadership and Management Development: Programme design and delivery, using a variety of training methods and strategies including workshops, online learning, coaching, action learning, work-based projects, outdoor development and qualifications.

Culture Change: Training, facilitation and coaching on culture change programmes in the public and private sector.

Change Management & HR strategy: organisational restructuring and role change; introducing performance management systems; building multi-disciplinary teams.

Facilitation, training and coaching: facilitating teams, groups and conferences; communication and leadership skills training; executive coaching.

Behaviour Change: Design and delivery of changing behaviour training for healthcare professionals.

QUALIFICATIONS

BSc (Hons), Durham University

Fellow of Chartered Institute of Personnel and Development

Diploma in Management Studies

Master Practitioner in NLP

Certificate in Transactional Analysis

Member of the Association of Coaching

Certified User of Myers Briggs, MiRo and Clarity 4D personality profiles; EIP emotional intelligence profile.

CAREER SUMMARY

ELA DEVELOPMENT, ODP Facilitator 2019 - Present
Delivery on major culture change programmes for Birmingham City Council and Birmingham & Solihull Clinical Commissioning Group. Project range involved challenging workshops on change, coaching and difficult conversations.

TRANSFORM CONSULTANTS, Managing Director 2007 – Present
Change management, coaching, facilitation and training.

Key achievements include:

- ◆ Leadership and coaching programmes for NHS Trusts: facilitator on programmes and courses for consultants, clinical supervisors and foundation doctors
- ◆ Executive coaching for country managers in JLL Property

- ◆ Technical leadership and changing the roles of technical staff at IBM: modelling leadership exemplars using NLP logical levels to design & deliver Leadership Masterclasses; moving European technical staff into client facing roles. Working in partnership with IBM Professional Development.
- ◆ Design and delivery of training on changing behaviours for healthcare professionals in primary and secondary care (QE Hospital Kings Lynn, Wolverhampton Hospital, Norfolk Primary Care)
- ◆ Identifying the training needs of professionals to work with obesity, East Midlands Government Office
- ◆ Building multi-disciplinary teams: facilitation and visioning events for Wandsworth BC and Coventry City Council
- ◆ Board recruitment and development for Homes in Sedgemoor, Plymouth Community Homes, Mid Wales Housing, CCG, Bangor and MSV Manchester; Central Consultancy
- ◆ Governance reviews for Rhondda Housing Association, Croydon Church Housing and Taff Housing; Central Consultancy
- ◆ Slough public health organisation: working as part of Shared Intelligence's project team, advising on organisational and workforce implications of the transfer Public Health from PCTs to LAs – research, diagnosis and recommendations.

MOMENTUM CONSULTANTS, Culture Change Consultant

1997 - 2007

Key Achievements:

- ◆ Training, facilitation and coaching on successful culture change programmes at IBM, Aviva, AEA Technology, Unisys, Work Permits UK, South Oxfordshire DC, Shrewsbury
- ◆ Designed and implemented performance management systems at Morley Fund Management, Transport Research Ltd, South London Family Housing, South Oxfordshire DC, with and without performance pay

COVENTRY CITY COUNCIL, Management Development Adviser

1994 - 1997

Key Achievements include:

- ◆ Transformed Training Unit into a successful training and consultancy business unit
- ◆ Design and implemented a Council-wide training strategy, including support to low paid employees to gain qualifications
- ◆ Support to set-up new multi-agency local teams working in deprived areas
- ◆ Highly effective NLP based training programmes recognised as bringing about a change in culture
- ◆ Design and delivery of qualification-based management development programmes
- ◆ Gained support and completed a national project on management competencies
- ◆ Train the trainer programmes for the Government of South Africa

COVENTRY CITY COUNCIL, Graduate Trainee and Manager

1980 - 1994

HR, finance and project management roles; Community Programme Manager; Senior Training and Development Officer; Recruitment and Training Manager.

Key Achievement:

- ◆ Created and built a programme for the long term unemployed leading to 50 projects employing 650 people with a budget of £12m.