

NATIONAL
LEADERSHIP
CENTRE



Public Leaders Programme

2021/2022

Residential One:
Session and Speaker
Information

Cohort 1



Welcome to the NLC Public Leaders Programme

Residential 1 – Session and Speaker Information

This document provides key details about the event including session information and speaker information.

Contents

About the National Leadership Centre	Page 4
About the Public Leaders Programme	Page 6
Residential 1 Overview – Monday	Page 7
Residential 1 Overview – Tuesday	Page 12
Residential 1 Overview – Wednesday	Page 17
Residential 1 Overview – Thursday & Friday	Page 23
National Leadership Centre Team Profiles	Page 26



About the National Leadership Centre

The National Leadership Centre was launched by the Government in 2019, and it works across UK public services, with senior leaders in the Civil Service, local government, health, education, police, military and others. The NLC works only with the most senior leaders, typically those who have recently reached Chief Executive level or equivalent. Given this scope, the NLC also plays a coordinating and convening role across service-specific leadership academies, including the Defence Academy, National Health Service Leadership Academy, Civil Service Leadership Academy, as well as Solace and the Local Government Association.

Since July 2020, the NLC has integrated with other functions engaged in training, career pathways and skills, to establish a 'Government Skills and Curriculum Unit'. Its goal is to realise the Learning Campus vision of a 'core curriculum', universal to specialist, entry level to senior leader, defined with and through Departments, Professions, and Academies.

The NLC programmes, and contribution to the design and delivery of formal and informal training, will break down barriers between Policy and Operations, between London and the rest of the country, and between Civil and Public Service. The Unit's Leadership Advisory Board is chaired by Dame Sara Thornton.

The NLC aims to help senior leaders work together to improve public services, by supporting increased collaboration and innovation across the whole public sector system.

The NLC has three core objectives:

1. Demonstrably improve the quality of public service leadership;
2. Facilitate effective collaboration between public service leaders, and;
3. Through research, improve the understanding of public sector leadership and its relationship with social and economic outcomes.

Our work has three strands:

1. **Programme** - three intensive professional programmes: the flagship NLC programme for around 100 top public service leaders, the Accelerate programme for 20 high-performing ethnic minority public service leaders and the Catalyst programme for 20 senior leaders with a disability and/or long-term health condition.
2. **Network** - a professional hub for all public service leaders, not just those served by the programme, to support communication between leaders and subject matter experts.
3. **Research** - to better understand public service leadership and the impact of the NLC.

We define success as:

- Demonstrably improving the quality of leadership of public services.
- Facilitating wider and more effective collaboration between public service leaders.
- Helping public service leaders to become more resilient, more adaptive to change and more innovative.
- Improving the understanding of public sector leadership and its relationship with social and economic well-being.

About the NLC Public Leaders Programme

Over the course of two residential modules and the systems improvement project, the NLC Programme aims to:

- Enhance your knowledge and expertise as CEOs facing complex systems challenges;
- Build strong connections between your peers;
- Inspire and encourage measurable improvements in public service delivery.

Residential 1 Overview

Monday: Personal Leadership

They always say to put your own oxygen mask on first before helping someone else. Day 1 of the programme encourages you to reflect on your own strengths and development areas in order to deepen resilience, increase operational effectiveness and create strategies for operating under ambiguity. You will also have the opportunity to critically evaluate your lifestyle approach, and to understand the impact this has on your wellbeing and stress levels as well as adjustments that you can make to feel happier and healthier.

Session 1: Introduction and Overview National Leadership Centre

This session will introduce you to the National Leadership Centre and the programme, as well as offer the opportunity to start to build relationships with fellow delegates.

Session 2: Personal Leadership in a VUCA World Karen Ellis and Matt Gott - Birmingham Leadership Institute

This session will encourage you to investigate and develop four inner 'meaning-making capacities' which support leadership in complex situations: sense-making, perspective-shifting, self-relating, and opposable thinking. For each of these capacities, we describe the process of 'upgrading' across four levels of development: the more developed the level at which we are operating in a given moment, the better prepared we are to cope with complex challenges. We will give specific guidance about what you can actually do to upgrade your meaning making as you go about your daily work. You will be offered the opportunity to do some substantive work on a personal leadership challenge of your choosing using a guided small group peer-consultation process.

Session learning objectives:

- Deepen understanding of what hampers curiosity and questioning in VUCA environments and how it can be enhanced;
- Develop a working understanding of the significance of four key capacities in assisting this process and how they can be used to upgrade individual and group capacity for complexity;
- Support individual development by applying at least one of the four capacities as they relate to curiosity and questioning to a live systems leadership challenge faced by individual participants;
- Encourage participants to consider how they can continue to enhance their curiosity and questioning in leadership and build their capacity for complexity.



Matt Gott

Matt is an experienced leadership development professional, coach and facilitator. His practice is informed by an emphasis on developing system intelligent leadership, supporting leaders to handle and engage with ever more complex environments.

Matt's early career was as a Civil Servant and Minister's Private Secretary, before going on to hold executive leadership roles in a national regulatory body and in local government. He brings this direct experience of leading complex change and operating in high stakes senior teams to his work with clients, which are from across the public, private, charitable and philanthropic sectors. Matt is a programme director for senior executive leadership programmes, consults to organisations and systems and coaches senior executives and non-executives.

His training in systemic constellations (a method for uncovering unspoken processes in a group setting) as well as his knowledge of adult constructivist development allow him to work directly with the discourses at play within teams and across client systems.



Karen Ellis

Karen is an independent consultant with 30 years' experience of developing individuals, teams and organisations in the public sector, professional service and new technology sectors. She specialises in the use of constructivist ('vertical') development theories to help senior leaders and high potentials to expand their mental capacities, emotional intelligence and relationship skills, working with live challenges and strategic change. She has recently co-authored two books in the field 'Upgrade: Building your capacity for complexity' and 'Making meaning together: A guide to collective systemic change'.

Karen has spent the last 20 years in coaching and development based on what is now known as 'vertical development'. She started her career 30 years ago in 'Big Six' management consultancy, with time at Accenture and KPMG. After a few years, she realised that success of new initiatives depended primarily upon the capacities of the people in the client organisation, rather than the content of the consultancy. As a result, she decided to embark on a learning journey into individual psychology and therapy as well as organisational and group change strategies. She has increasingly focussed on the practical and pragmatic use of adult development theory in her client work.

Monday: Personal Leadership (continued)

Session 3: Reflect, Realign and Recharge

Simon Shepard - CEO, Optima Life

We live in unprecedented times; change has been abundant, everyone has been affected and there is still much that is unknown. For many, survival has been based on adrenaline and delivering the 'functional', however, many organisations and individuals are now starting to see how draining this has been – the emotional health of the workforce is being stretched, and burnout in leadership is becoming more prevalent.

This session will encourage you to:

- Take stock and reflect back on what you have learnt about yourself and your organisations;
- Explore the art and science of resilience;
- Reflect on how you are looking after yourself;
- Create some meaning around why, at a highly personal level, you should look after yourself.

In addition, you will be provided with a Bodyguard monitor that you can wear for up to 5 days following the event. This objective approach will provide the basis for you to evaluate all the factors that are impacting your resilience and lead on to a one-to-one coaching session where you will be able to explore how you can best look after yourself.

Session learning objectives:

- Ensure delegates understand how they really are looking after themselves;
- Explore some of the Key Human Performance Indicators (KHPIs) that are so often the catalysts for energy, performance and success;
- Provide a number of ways to explore the energy and focus of delegate organisations.



Simon Shepard

Simon Shepard is often described as a nuisance. He has worked at Lord's cricket ground for the past 30 years, firstly as a physiotherapist, and for the past two decades as head of player health, wellbeing and sports science for Middlesex CCC and MCC. Alongside his work in sport, he has delivered coaching and training to organisations that consider their people to be a valued asset. He spends a considerable amount of time working with NHS staff, where his message is clear – the carers of today need to look after themselves if they are not to become the patients of tomorrow.

His approach uses a combination of data and storytelling to address the Key Human Performance Indicators (KHPIs) and with over 6.0 billion data points that reflect the UK's workforce going about its day to day life, he underpins messages with science to ensure that the subjective view is accompanied by objectivity. The outputs are people who are energised, teams that are focussed and organisations that are resilient.

He recently published *The Battle for Balance*, and as for the 'nuisance' bit, whilst he sometimes does get under peoples' skin, more than anything his ideal day is to help you understand yourself better and ultimately allow you to get under yours!

Monday: Personal Leadership (continued)

Session 4: After Dinner Discussion – Personal Resilience and Wellbeing

On the first day of the NLC programme, you will explore your personal leadership, your capacity to lead through VUCA (volatility, uncertainty, complexity, and ambiguity) environments, and the importance of purposefully considering resilience and wellbeing as a leader, both for yourself and others.

This after dinner presentation and discussion will focus on leading through difficult circumstances and offer new insights through sharing personal experiences.



Steve McGuirk CBE, QFSM, DL, MA, BA(Hons), BSc, FIFireE
Chairman Warrington and Halton Hospitals Foundation Trust

Steve had a distinguished first career as a Chief Fire Officer and CEO in the Fire and Rescue sector – joining the Service at the age of sixteen in 1976 and leaving in 2015. During this period, he served in a number of fire and rescue organisations and dealt with many difficult, tragic, and complex emergencies/ crises. As a consequence of his wide experience, he also led Greater Manchester’s city-wide resilience arrangements for several years, during which the city was recognised by the United Nations for the quality of its resilience and planning arrangements.

Steve was a Board member of the Chief Fire Officers Association (CFOA), and President of the Association from 2006-2008. He was a Principal Adviser on to the Local Government Association as well as the National Employers Organisation for the Sector and provided evidence to several Select Committee and Public Account Enquiries. He was awarded the Long Service and Good Conduct Medal in 1996, the Queen’s Fire Service Medal in 2002, and the CBE in 2005. He was made a Fellow of the Institution of Fire Engineers in 2010 and recognised by the London Business School in their Leadership Awards in 2016, as their Master of Reinvention. Steve is also a Deputy Lieutenant for the County of Greater Manchester and an assessor for the Queens Award for Voluntary Services.

Steve embarked on a second “portfolio” career when leaving the Fire service, which still encompasses leadership roles – he is Chairman of a Hospitals Foundation Trust, and he is Chairman and Trustee of the Fire Research and Training Trust; as well as other consultancy work around leadership, culture change and transforming organisations. He is also Expert Witness to the Grenfell Tower Fire Public Inquiry. He holds a first Degree in Fire Safety, Technology and Management, an Honours degree in Politics and Social Science, a Masters in Management and is a Fellow of the Institution of Fire Engineers.

Tuesday: Professional Leadership

To be able to operate successfully in a VUCA environment, public sector leaders need to have the skills to adapt to a rapidly changing world, work collaboratively with leaders from different backgrounds, have the knowledge and confidence to question decisions and accepted ways of doing things, and behave in an ethical way that always puts the interests of the public first. This is especially important when leaders are required to respond to crisis situations such as the current Covid-19 pandemic. Underlying these skills are complex psychological and emotional processes such as cognitive bias, cognitive diversity, and the effect of scrutiny and pressure on decision-making. Day 2 of the NLC Public Leaders Programme focuses on these areas, and aims to develop delegates' capacity to respond to the unknown.

Session 1: The Psychology of Dealing with Intense Scrutiny During a Crisis

Dr Mike Drayton - Saïd Business School, University of Oxford

This session will explore the psychological and emotional response to a crisis, specifically the impact of intense scrutiny on leaders from the media and public, as well as scrutiny received through formal processes and boards such as the Public Administration and Constitutional Affairs Committee (PACAC). It will also provide you with practical advice on leading through crisis, using the Person / Role / System framework:

- Person: What am I bringing to the table? (skills, experiences, strengths, weaknesses)
- Role: What am I responsible for? What is the task I have to do?
- System: How do my decisions, behaviour and actions impact on the wider system?



Dr Mike Drayton

Dr Mike Drayton is an executive coach, organisational consultant and clinical psychologist. He coaches on the Executive MBA and Oxford High Performance Leadership Programme at Saïd Business School, University of Oxford.

Mike is a Fellow of the UK Cabinet Office Emergency Planning College, specialising in psychological resilience and leading under pressure. He is the author of 'Anti Burnout: How to Create a Psychologically Resilient and High Performance Organisation'. Mike was educated at LSE, Oxford Saïd Business School and the University of Birmingham.

Tuesday: Professional Leadership (continued)

Session 2: Effective Media Interviews in Good Times and Bad

Siôn Taylor, Feisal Ali, Sean Browne, Ingrid Kelly and Mark Killick
Media Zoo

With a rich mix of theory and practical exercises built around true-to-life scenarios, this session will equip you with practical tools that you can use straight out of the box - tools that will enable you to get onto the front foot and win any media interview, however challenging.

Media Zoo uses a unique methodology to ensure your media interviews are strategically driven and as effective as possible. This goes beyond the usual repertoire of body language and how to say something, and will teach you a repeatable process to establish what to say for maximum impact. We put clients in front of journalists every day, so we know our system works in the real world.

The session covers good news and crisis comms, 1-2-1 interviews, doorstep interviews, holding statements and press conferences. We'll show you how to prepare in a focused time-efficient way, how to work out the exact phrases to say to deliver your desired outcomes, how to handle difficult questions and how to keep the journalist on the agenda that works for you.



Siôn Taylor

Siôn is Senior Media Counsel at Media Zoo. His work with clients includes strategic communications and messaging, media training, speeches & presentations, and crisis comms & issues.

Siôn works with clients across a diverse range of sectors, in the UK, Europe and worldwide. This includes finance, pet-chems, government, education, charity, automotive, pharmaceuticals, retail, media, energy, sport, and advertising. He works with senior and board-level executives, and recently interviewed Sir John Major and President Bill Clinton.

Recently he has developed a range of bespoke leadership training courses adapted from media management techniques. These help leaders to develop and manage personal impact, and help organisations change the conversations they have internally, which in turn transforms culture.

Siôn has been with Media Zoo since 2008. He joined from the BBC where he was a senior producer and journalist for 12 years. Highlights included an investigation which concluded with Siôn finding himself in possession of a fully grown lion in the back of a Transit van...



Feisal Ali

Feisal is a senior media counsel specialising in leadership-level strategic messaging, media training and crisis support for sovereign governments, transnational corporations and charities.

He has worked extensively with leaders in the public sector, including a minister of state, senior diplomats, leaders in the Ministry of Justice and the Department for Business Innovation and Skills, the Registers of Scotland and the Welsh Office, and the Information Commissioner's Office.

Feisal is a multi-award winning journalist with extensive experience of national newspapers, trade journals, and broadcast, having spent 14 years at the forefront of campaigning investigative journalism at the BBC and ITV.

As a registered psychotherapist, Feisal also helps corporate and public sector leaders manage anxiety and pressure surrounding media interaction and public speaking.



Sean Browne

Sean is an experienced media trainer, journalist and executive producer with 26 years' experience in the British media.

Sean specialises in crisis management, helping organisations to protect their brand and reputation whilst ensuring the desired messages are reported in local, national and online media. Having worked in print, radio and TV, Sean knows how to work with an organisation's management team to ensure critical personnel are media savvy and are confident at speaking to journalists in both crisis and non-crisis situations.

As a news and current affairs journalist Sean won an RTS Award for Best Current Affairs Programme. He worked on flagship national news and current affairs programmes including BBC News, Panorama and Tonight with Trevor McDonald.

In his corporate communications career Sean has worked with organisations ranging from charities and NGOs through to national and multinational companies in the UK and across Europe. Sean is used to spearheading campaigns that increase awareness and engagement with target audiences through the most effective channels.



Ingrid Kelly

Ingrid is one of the UK's most experienced investigative journalists. She started out on Fleet Street working for a range of tabloid newspapers, covering stories such as Michael Fagan, the man who sat on the Queen's bed. Ingrid then moved into broadcast investigative current affairs, where she worked on programmes including File on 4, World In Action, The One Show, Inside Out, Tonight with Trevor McDonald and Panorama where she was deputy editor.

Ingrid has broken many headline-grabbing stories including the post office's wrongful prosecution of postmasters, MP's expenses and cash for questions to name just a few. Ingrid joined Media Zoo in 2016. She has worked with a wide range of companies and organisations, helping their spokespeople to perform effectively on camera, and preparing them for print, radio and TV interviews.

Tuesday: Professional Leadership (continued)

Session 4: After Dinner Discussion – Dealing with Intense Media Attention

On the second day of the NLC programme, we explore professional leadership through the media lens. This after dinner presentation and discussion will explore how to respond to intense media attention and scrutiny, through personal stories and reflections.



Jo Farrar

Second Permanent Secretary of Ministry of Justice and
CEO of Her Majesty's Prison and Probation Service

Jo Farrar has a varied career in public service, working in the Home Office, the Cabinet Office and over 10 years as a CEO in Local Government. She joined the Department for Communities and Local Government, leaving behind her role as Chief Executive of Bath and North East Somerset Council for a Director General role. In 2019, she was drawn to the role of CEO of HMPPS to bring together her operational experience gained as a CEO in local government, with the policy experience and knowledge gained in central government, in an area that she is passionate about. In March 2021, Jo became the Second Permanent Secretary of MoJ, whilst remaining as CEO of HMPPS. It is a job she loves and feels privileged to have.

Wednesday: Systems Leadership

Putting the citizen at the heart of all we do is central to public service and the third day of the programme brings some of those citizen voices into the room. The day is centralised around the theme of systems leadership and you will have the opportunity to explore both system-wide challenges and collaboration through case studies and lived experiences. You will explore the idea of trust, how it is built, and how it can then feed into system-wide approaches to collaborative working and problem solving.

Session 1: Trust comes from being Trustworthy: - A Master Class in Building Trust as a Senior Leader

Professor Veronica Hope-Hailey, Forward Institute

We know that everything is made easier with “trust” and its absence makes everything harder. This was definitely the experience of senior leaders during the pandemic. In this session, we will examine:

- What it means to trust and the benefits of working in a high trust organisation;
- What it takes to be seen as a trustworthy leader in the eyes of followers;
- How senior leaders can build trust across their organisations;
- How leaders can build a network of trust and support for themselves beyond the boundaries of their organisation.

To discuss this with you, Professor Veronica Hope Hailey will draw upon the research conducted during the early stages of the pandemic in 2020 and her most recent interviews with senior leaders during the summer of 2021.



Professor Veronica Hope-Hailey

Director of Research and Policy at the Forward Institute, Former Vice President for External Engagement at the University of Bath and Dean of the University's School of Management

Veronica is a respected leader with senior management experience in higher education. She also has significant experience and knowledge of leading and implementing change across a range of organisations in the private, public and non-profit sector. In her different roles as manager, consultant, board member and trustee she has developed practical skills in governance, strategy development, and organisational design.

She has worked internationally and has insight into the challenges faced by organisations working globally. She was elected a Fellow of the Academy of Social Sciences in 2019. Fellows are distinguished scholars within the Academy which represents over 90,000 Social Scientists. She is Professor Emeritus at the University of Bath.

As a mother of five daughters, Veronica has a particular interest in developing opportunities for girls and women around the world. She is acutely aware of the challenges they face and how organisations of all kinds need to develop cultures and policies that support women in work.

Wednesday: Systems Leadership (continued)

Session 2: SafeLives Case Study

SafeLives is a UK-wide charity dedicated to ending domestic abuse, for everyone and for good. We work with organisations across the UK to transform the response to domestic abuse. We want what you would want for your best friend. We listen to survivors, putting their voices at the heart of our thinking. We look at the whole picture for each individual and family to get the right help at the right time to make families everywhere safe and well. We challenge perpetrators to change, asking ‘why doesn’t he stop?’ rather than ‘why doesn’t she leave?’ This applies whatever the sex of the victim or perpetrator and whatever the nature of their relationship.

Last year alone, nearly 13,500 professionals received our training. Over 70,000 adults at risk of serious harm or murder and more than 85,000 children received support through dedicated multi-agency support designed by us and delivered with partners. In the last four years, over 2,000 perpetrators have been challenged and supported to change by interventions we created with partners, and that’s just the start.



Suzanne Jacob

CEO, SafeLives

Having worked at SafeLives for three years – including two years as Deputy CEO – Suzanne became Chief Executive in December 2017. Immediately before joining SafeLives, Suzanne spent several months working in Delhi for Breakthrough India, an organisation which campaigns against violence and discrimination against women and girls. Prior to this, Suzanne spent nearly a decade with the UK Home Office. Here, she worked extensively on national security matters, established the National Crime Agency as a significant new part of UK law enforcement, and acted as Private Secretary to the Minister responsible for crime and policing. Suzanne worked for several years on security for the London 2012 Olympics, and was awarded an OBE in 2013 for her work on intelligence collection and analysis, and enforcement activity. Suzanne volunteered for seven years on the Victim Support helpline, providing first response for victims of all crime types.



Natasha

SafeLives Pioneer

As victims of domestic abuse, we often have multiple agencies involved in our cases. We often hear about inter-agency partnership and collaboration when multiple agencies respond to reports of Domestic Abuse. Sadly, in my personal experience, the response I received from agencies put our lives at greater risk and became so distressing that it would have been easier to return to my abuser.

I now speak to professionals across all statutory and third sector agencies to discuss what it is like, from a victim's perspective, when inter-agency partnership doesn't always work as it should, and the impact and consequences these failures have on the lives of those victims during their most vulnerable time. As such, I hope to improve services' response to victims of domestic abuse and help them understand the vital importance of providing the right response when called upon.

I have been invited to speak at some key events, most notably:

- The Hidden Harms Summit hosted by the Prime Minister
 - The House of Lords in support of amendments to the Domestic Abuse Bill
 - The House of Lords in support of the Victim's Rights Bill
 - The Ministry of Justice to help influence Policy makers.
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Wednesday: Systems Leadership (continued)

Session 3: I'm in the Prevention Business: Case Study

Karyn McCluskey, Community Justice Scotland

This session will explore the justice system transformation work undertaken by Community Justice Scotland. You will explore the influence, work and determination needed in systems change. This session will review:

- The work needed to influence systems change;
- Overcoming barriers to success;
- The challenge in future thinking in a system fixated on process;
- The digital divide;
- Key learning points;
- Having hope for a brighter tomorrow.



Karyn McCluskey

CEO, Community Justice Scotland

Karyn worked in the police for 22 years in Sussex, Lancashire, West Mercia, Strathclyde and Police Scotland. She is now Chief Executive for Community Justice Scotland.

She was Director of the Violence Reduction Unit alongside John Carnochan, set up in 2003, which proposed a different way of addressing violence in Scotland. They developed injury surveillance, gang intervention and gang exit, and focused on preventing knife carrying and injury. She supports Medics Against Violence charity in Scotland, set up in conjunction with the Violence Reduction Unit.

Karyn trained as a registered nurse, has a B.Sc and M.Sc in Psychology and is a Fellow by distinction of the Faculty of Public Health. She received an Honorary Doctorate from the University of Glasgow for work on prevention of violence and an Honorary Masters from the Open University. In 2019 she received the Presidents Medal from the Royal College of Physicians and Surgeons of Glasgow. She has worked in a variety of areas within the NHS, East Africa and HM Prisons. She has published work on Armed Robbery teams, Alcohol and Violence Interventions in a clinical setting and Violence Reduction.

She is a board member of Simon Community Scotland tackling homelessness, is on the Board of the Scottish Professional Football League and a board member of the Centre for Justice Innovation.

Wednesday: Systems Leadership (continued)

Session 4: After Dinner Discussion

Leading Sustainable Change Through Uncertainty Across Systems

On the third day of the NLC programme, you will explore systems leadership through applied theory and best practice case studies. This after dinner presentation and discussion will consider further examples of systems leadership approaches, and the importance of trust, collaboration and using shared values to build bridges to the future from the past when working across systems boundaries.



Dr Neslyn Watson-Druée, CBE

Executive Coach and Managing Director of Beacon Organisational Development

Dr Neslyn Watson-Druée, is a renowned international speaker, who articulates the behaviours and characteristics of successful leaders. Neslyn has a broad experience in business psychology and leading health service innovation in the UK, where she spearheaded a financial turn-around within the NHS of £21.5M within two years and at the end of the two years there was a profit of £3M. Neslyn has presented to the European Parliament, public and private sector organisations and various charities on leadership development, emotional intelligence and creating and sustaining high performing teams.

Neslyn has developed leadership and career development programmes for the National Health Service in England, the BBC and 22 Multinational Companies in London and worked with the Cabinet Office as an Executive Coach. Dr Neslyn has received 30+ awards including: 100 Best Global Coaching Leader in 2017 from the World Human Resources Congress. Business Excellence Award, Development & Training Award, Improving Employee Potential Award, National Training Award from Government Office of London.

Thursday and Friday: Systems Improvement Project

Systems Improvement Project

Jina Melnyk, Teresa Roberts and Lotti Kierkegaard – Corndel

Steve Jobs once said, “If you are working on something exciting that you really care about, you don’t have to be pushed. The vision pulls you”. Whatever you might think of Steve Jobs and his leadership, this quote reminds us that we all have things that we do in our work and lives that we are passionate about; they are the things that get us out of bed in the morning.

This workshop will be an interactive and motivational start to your journey of systems improvement. You will be working in teams to create visions of the future that will set you on a path to solving some of the most pressing and complex challenges in our society. You and your team will decide together what you are collectively passionate about improving and then we will help you to start exploring the system and the people and processes within it using a philosophy, tools and techniques that will help you to stretch your curiosity and empathy to give you new perspectives and ideas.

About Corndel

Corndel is a multi-award winning specialist training provider that delivers transformational leadership, project management and data programmes for the UK’s largest and most prestigious organisations. They specialise in delivering inspirational professional development programmes that are bespoke to organisational objectives. At the heart of their approach is an extensive team of over 125 leadership, project management, and data experts who blend lived experience in senior leadership roles with coaching, facilitation, and recognised leadership concepts.



Jina Melnyk

As a former Chief Financial Officer, Jina has a great deal of business acumen and her career in the healthcare industry includes a successful track record in leading finance, human resources and operational sales teams during periods of high growth and significant change. She has worked with stakeholders across every department in business and appreciates the challenges of corporate dynamics and engaging people in driving change forward, including during mergers and acquisitions.

Alongside her depth of knowledge of the systems, processes and legal requirements for running a successful organisation, Jina holds a deep belief in the potential of people to achieve great things with the right leadership and direction. She is a trained and certified coach and performance consultant and has worked at board level as an executive coach and facilitator for several years. Her experience includes acting as Chair to a group of C-suite executives with Vistage UK, where she helped business leaders to navigate and make progress in topics they identified as critical to their success. Jina cares deeply about challenging fellow executives to think differently and develop their confidence through a co-active approach and sharing her personal experiences of the highs and lows of organisational performance.



Teresa Roberts

Teresa has 15 years' experience in leadership and management roles in the life sciences industry and, with her successful background in employee engagement and public relations, brings an additional depth of knowledge around stakeholder engagement and communications, which are vital for successful change projects. In her time in the life sciences industry, Teresa became a skilled facilitator, training in action learning facilitation and supporting tactical and strategic planning at departmental and company level. She has also managed and delivered a variety of projects in communications, cultural change and bringing products to the healthcare market.

Teresa left the life sciences industry five years ago qualifying as a business and personal coach shortly afterwards, taking her coaching and facilitation expertise into Corndel, where she has been developing and delivering leadership and management programmes for clients across a broad range of sectors. She has a special interest in neurobiology and human behaviour and is passionate about supporting individuals to develop their strengths and unlock their innate capacity to enjoy their work, be successful and remain resilient.



Lotti Kierkegaard

Lotti is a qualified and highly experienced trainer, coach and facilitator who has 1000s of hours of experience in facilitation and 1-2-1 and group coaching. She has worked with leaders in the UK and internationally across a wide range of industries, including media, fast moving consumer goods, healthcare and not-for-profit. She focuses on building trusting and listening relationships and her approach aims to combine critical, reflective and intellectual rigour with innovation, joy and insight. She enjoys helping create an environment of discovery. She has a particular interest in change at both the individual and system level, and successfully chaired the Senior Management Board at Great Ormond Street Hospital through a major change initiative.

Lotti's expertise in learning and development are greatly enhanced by her lived experience of project management and leadership. She has held senior positions in large media companies and successfully delivered a broad range of projects for clients in a number of sectors, from training programmes to digital strategy. Her clients come from leadership positions across Europe in a variety of multinational corporations and her background working with global stakeholders gives her unique insight into a variety of sectors.

National Leadership Centre Team Profiles



Lindsay Foreman
Programme Facilitator

Lindsay Foreman is a specialist in applying positive psychology to the world of work. With 20+ years of corporate change and transformation expertise, Lindsay's passion and dedication are in the field of personal and organisational development, with particular emphasis on people and process improvements.

Lindsay specialises in helping companies get the best out of their people and in helping people get the best out of themselves. She works extensively as an executive and group coach and is currently conducting doctoral research in the area of coaching and mentoring. Lindsay is also in training for her second Ironman triathlon due to take place on September 19th!



Vicky Elliott
Deputy Director, National Leadership Centre

Vicky oversees the teams in the NLC who deliver programmes and support networks for the most senior leaders in the public sector. She joined the team in 2020 having worked in a wide variety of roles and organisations across the civil service, ranging from supporting the Government Chief Scientific Adviser in his international work and driving education and research policy, to leading climate change trade missions and working with senior leaders on diversity and inclusion.

Outside work you might find Vicky in her local vegetarian restaurant and/or speaking and reading in French or German.



Hannah Datema

Head of Learning and Development

Hannah heads up our learning and development work and leads on the overall design, development and delivery of all NLC programme content. Prior to working at the NLC, Hannah primarily worked for the NHS, spending time at both the Strategic Health Authority and at Guy's and St Thomas' NHS Foundation Trust.

Hannah holds a Postgraduate Diploma in Human Resource Management, is an ACAS accredited mediator and also works as an executive coach. Outside of work, Hannah enjoys spending time with her nieces and nephews and is currently learning Dutch and German.



Emily Edmondson

Learning and Development Specialist

Emily leads on the design and delivery of the NLC Public Leaders Programme. Prior to working at the NLC, Emily spent 8 years working at a small Learning and Development consultancy designing and delivering learning interventions from Graduate to board level.

Emily is qualified in a number of psychometric profiling tools and spends her free time attempting to run long distances.



Peter Trussell

Learning and Development Specialist

Peter leads on design and delivery of the systems improvement project to be delivered as part of the Public Leaders Programme. He is also the Accessibility Lead for the team, and is on hand to support delegates with any reasonable adjustments they might need. Prior to working at the NLC, Peter worked at Rolls-Royce on their Human Resources Graduate Programme, and is currently studying to complete the Postgraduate Certificate in Human Resources Management.

Outside of work, Peter explores a few creative avenues, including podcast production, creative writing and drawing.



Mariesa Howlett

Learning and Development Specialist

Mariesa leads on the design and delivery of the Accelerate and Catalyst programmes for deputy CEO level leaders. Prior to joining the NLC, Mariesa worked at the Government Communications Service as the Professional Development Manager.

Mariesa is an Associate Member of the CIPD (Chartered Institute of Personnel and Development). Outside of work she sings in a choir, digs up weeds in her allotment and is vice-chair of her local parish council.



Ben Foley

Learning and Development Advisor

Ben supports the team in delivering all of our leadership programme modules. He manages correspondence through the Programme Enquiries Mailbox and supports the recruitment of programme delegates. He also produces brochures, podcasts and video content to compliment the leadership programmes. Before joining the NLC, Ben worked in the Cabinet Secretary's Office as a Correspondence, Business and Logistics Manager.

Ben likes to spend his free time honing his skills as a keen musician and enjoys an evening spent playing videogames with friends.

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