Florence Nightingale Foundation: Leadership Scholars

Professional Coach Recommendations

**Amanda Ashton**

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Professor Mandy Ashton worked in the NHS for 31 years, starting her career as a nurse at the Leicester Royal Infirmary. She has a first class BA (Hons) in Health Studies and an MSc in Managing Change. Mandy is a qualified performance coach.

During the first 10 years of her career, Professor Ashton progressed to a ward sister and then to assistant director of nursing in Leicester. She worked in the Trent Region, most notably in South Yorkshire and Lincolnshire as assistant director of performance. Mandy worked as a nurse researcher and nurse leader in Labrador and Uganda with the Grenfell and Mildmay charities respectively during this time. She also visited Cuba and developed professional links with colleagues of this country.

She has worked as director of nursing and quality at Leicester General Hospital NHS Trust, director of nursing and research for NHS Leicester City West and director of quality and deputy chief executive for NHS Leicester City.

The recipient of many awards, she is a Florence Nightingale Scholar and most notably an OBE for services to healthcare and nursing (2010). Professor Ashton continued to immerse herself in the healthcare arena during her appointment in 2011 as Pro Vice Chancellor (Transformation) and Dean for the Faculty and Health and Life Sciences at De Montfort University, Leicester.

Mandy became an independent consultant in September 2014 and is the Managing Director of Mandy Ashton Consultants Ltd.; a values-based company in south Leicestershire. She works along side policy makers and leaders, care givers, patients and families. This work encompasses mental health, acute trusts, primary care and commissioning organisations, with a particular focus on nurse education, quality improvement, safeguarding and people development. As a qualified performance coach Mandy has worked alongside numerous Board executive, and aspiring, nurse leaders over the span of her career. She is proud to watch their careers develop and to see the national leaders they become.

Mandy has held a non executive role within the NHS and is currently a non executive director of an East Midlands Housing Association, The emh Group.

She is also a Trustee for a Leicester based charity that assists people living in the city who have health care needs and live in poverty.

Mandy is a mum and wife and enjoys playing tennis and swims every other day.

**Mike Attwood**

Email: [mike.attwood@yahoo.com](mailto:mike.attwood@yahoo.com)

A person with a beard and glasses

Description automatically generated with medium confidenceMike is an experienced coach, mentor and facilitator working from “Ward to Board”. With 26 years’ experience as an NHS Leader, he joined the organisation as a graduate management for finance in 1985. He has had a successful Board / Top Team career since 1996 which has included work as both a provider and a commissioner; Chief Executive of two Primary Care Trusts (Slough/Coventry); Operations Director - Brent community services; mental health Divisional Director in South West London; Programme Director-Total Place radical integration programme for children’s and local authority shared services across 11 West Midlands public sector organisations.

As a coach, Mike began his journey in 2011 having qualified with The Performance Coach, completing a year-long programme academically moderated by Portsmouth University and recognised by European Mentoring and Coaching Council (EMCC). Since then, he has coached over 100 people at all levels, in both team and 1:1 settings, e.g. Kent, Surrey and Sussex safeguarding lead nurses, Slough CCG Governing Body, Marie Curie Operations Senior Team, Bromley GP Federation Board and Bexley CCG Assistant Directors, working with clientele from Ward to Board: nurses and nurse leaders; Non-Executive Directors; newly appointed Executive Directors; aspiring clinical leaders. He was faculty member for London Darzi Fellows Clinical Leadership Programme for two academic years, delivering 1:1 coaching/learning sets for two years for the Centre for Innovation in Health Management (Leeds University Business School) and has worked with People Opportunities as a team coach and facilitator for the joint leadership programme in London for Directors of Public Health, Adults and Children’s Services. In addition, he is an experienced Mentor over many years, having worked with clients referred by the NHS Management Training Scheme and emerging clinical leaders or aspiring directors referred by Chief Executive colleagues.

Mike draws from his career experience to combine empowering coaching flexibly with mentoring on “real life” wicked problems, especially personal resilience; safety and speaking out; clinical team working; financial turnaround; service integration; making a reality of community, clinical and political engagement in the face of complex and challenging change. He has particular experience of coaching front-line clinicians; Non-Executive Directors and Directors with a clinical background.

Mike keeps up to date by complementing coaching practice with freelance practical strategy development work, for example through delivering Commissioning Strategy, Joint Strategic Needs Assessment and Children & Young People’s mental health and wellbeing Needs Assessment for Bexley. He has also delivered annual commissioning cycles as Interim Director of Commissioning for Bexley and Interim Director of Primary Care for North East Hampshire and Farnham Clinical Commissioning Groups.

**Bernie Brooks**

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Bernie is a leadership and organisational development specialist with Board level experience. He has worked in the public and independent sectors at local, regional and national level. His clients include the NHS, Local Authorities, Education, the Police and Probation Services and Charities. His professional interests include; the role of leadership in culture and place shaping, public sector policy – application and evaluation, governance and organisational form in public services, the role of groups and teams in organisational life, system leadership and organisational discourse and narrative.

Bernie is a System Enabler for the Leadership Centre (a partnership between the LGA, NHS LA, Public Health England and Skills for Care). He is an associate of Healthskills Ltd. for whom he has done extensive work with CCG’s and Primary Care Federations over the last four years. He is also an Associate of Tavistock Consulting where he recently collaborated on a large-scale improvement Programme funded by the Health Foundation working with nine large NHS Acute Trusts.

He was, until 2010, Head of Leadership and Organisation Development for NHS South East Coast across Kent, Surrey and Sussex (26 organisations and 80,000 staff) and prior to that a Senior Fellow in Leadership for nine years at the Kings Fund - where he directed the Top Manager Programme and coordinated the consultancy practice.

Bernie was a Faculty member on the Prime Minister’s Top Manager Programme at the National School of Government from 2008-2012 - a senior leadership programme spanning the public, independent and private sectors. He has served as a NED on the Board of an Acute and Mental Health NHS Trust in Sussex and has been a School Governor.

Current and recent experience;

* Greater Nottinghamshire and Cambridgeshire and Peterborough Urgent and Emergency Care Systems – System Enabler; system wide support and development to the various health and social care players – December 2016-current
* Capital Nurse – Leadership Programme for Older Peoples Nursing in London – September 2017 – current
* Board Development Programme – Bromley By Bow Centre – August 2017 – current
* Board Development Programme – Florence Nightingale Foundation August to October 2017
* Leadership and Development Advisor – Association of Policing and Crime Chief Executives – February 2016 – current
* Director of New Directors of Adult Social Care Leadership Programme (15 Directors all appointed within last 12 months) commissioned by Skills for Care, November 2015- September 2017
* System Enabler for Greenwich Integration Pioneer –developing integrated models of health and care June 2015 – current
* Lambeth and Southwark CCG's Primary Care Federation development programme, – March 2014 – April 2016
* Better Care Advisor – DH BCF Task Force, November 2014 to October 2015 – working with four health and care areas to improve BCF Planning and implementation
* North West London Integration Pioneer, Development of Primary Care OD toolkit Healthskills and McKinsey, 2014-15
* Faculty member on the Cabinet Office Top Manager Programme for the National School of Government, including module design and leadership, coaching, learning group facilitation and theory input – senior civil servants (Director General), Chief Constables and senior leaders from Higher Education, NHS, LA and private sector, 2008-2102
* Design, delivery and management of intensive leadership development programmes within and across the public and private sectors – including eight years as Director of the Kings Fund Top Manager Programme, co-director of Athena, the Women’s Executive Development, NHS Directors Programme (Realise Your Potential) and coordinator of the KF Consultancy Service, 1999-2008
* Responsibility for Leadership and Organisation Development across the 26 NHS organisations across NHS South East Coast (80,000 staff), including CEO coaching, succession planning and Board development, 2008-2010

Bernie has qualifications in English Literature, Group Facilitation and Counselling Psychology. He has authored a book on Change Management in the NHS for Open University Press and on Primary Care Development for Kogan Page.

He enjoys running, cycling and tennis and owns a smallholding in Sussex where he rears alpacas, turkeys, ducks and chickens.

**Marie Cooper RGN,BSc MSc**

Email: [mariecooper28@hotmail.co.uk](mailto:mariecooper28@hotmail.co.uk)

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Description automatically generatedMarie is a nurse with many years’ experiences of clinical leadership with an expertise in practice development across a range of care settings. Having delivered change in her previous roles, she now supports others to do so. Her particular area of interest is in working with nurse leaders as they seek to develop dynamic and cohesive teams and person centred practice. Such opportunities have given her a clarity about the many issues nurse leaders and those engaged in care delivery face today.

From 2014 to June 2019, Marie was Practice Development Lead for Hospice UK, which enabled her to work with hospice executive clinical leaders and national organisations to champion the delivery of high quality, accessible palliative care. Since June 2019, Marie works freelance and in addition to her other work she is the Project Lead at St Christopher’s Hospice for the Celebrating Palliative Care Nursing programme. This is an exciting programme which includes developing a contemporary Model of Nursing and bringing together pioneering nurses who are shaping palliative care across the world into a vibrant community. The programme’s overarching aim is to celebrate and showcase the unique and vital contribution of end of life and palliative care nursing which is developing internationally. Marie is currently undertaking a Diploma in Transformational Coaching which she finds hugely valuable in her work and loving it!

**Amy Dunmall**

Email: amydunmallconsulting@gmail.com

A person smiling for the camera

Description automatically generated with medium confidenceAmy’s 24 years’ experience as a Nurse, NHS Leader and Educator enables her to bring humanness and intuitivity to her coaching, consulting and facilitating. Committed to enabling cultures of care and compassion, that enable human thriving and flourishing, she trained in Deeper Listening, Non-Violent Communication, Neuro-Linguistic Programming, Advanced Facilitation and as an Executive Coach and Mentor.

She works part time within the NHS, scoping, designing and leading large transformational leadership and development programmes. She has a particular interest in staff well-being. She works independently, coaching individuals and teams with a focus on communicating with compassion. She is also an Associate Facilitator with the Foundation of Nursing Studies (FONS) and Florence Nightingale Foundation.

She trained as a Nurse, District Nurse, Clinical Facilitator, Educator and Service Improvement Facilitator. She is currently Head of Nursing Professional Development at Leeds Teaching Hospitals responsible for co-producing and implementing the Nursing and Midwifery strategy for a workforce of over 4000 staff. She designed and leads the Leeds Excellence in Practice Programme which has seen over 200 staff developed in Improvement Methods and Compassionate Leadership, enabling them to demonstrate clinical excellence.

**Yolanda Fernandes MSc, MBA, BSc(Hons), RSCN, RN, FRSA**

Email: yf1155@aol.com

Life Transition Coach, Organisational Culture & Change Facilitator. Yolanda has had a rewarding career as a clinician, manager and senior leader in the public and private health sector. She is a skilled and experienced Quality Improvement (QI), Appreciative Inquiry, Experience Based Design (EBD) and Shared Decision Making Facilitator. She currently works as a Life Transition Coach partnering with women to elevate their capability to show up authentically being and doing meaningful work that brings them joy and contentment in life. Yolanda has a professional and personal interest to promote and develop Self Awareness and Inclusive Leadership skills to elevate capability of emerging leaders to influence and contribute positively to their organisation’s Diversity, Equality, Inclusion and Belonging strategic plans.

As Yolanda transitions in her own life journey, she is also keen to actively connect and collaborate with individuals, networks and organisations with the intention to influence and shift mindsets to recognise and acknowledge Elders as assets to Society who have a passion, knowledge and lived experience to make life enhancing contributions across generational groups. Modern Elders have both the capability and capacity to act as Mentors who are equally open to learning from their Mentees hence, creating life enhancing intergenerational relationships.

Yolanda has volunteer experience of being an Ambassador for the Noah’s Ark Children’s Hospice, Volunteer at the Felix Project that supports the delivery of surplus food to Charities and Schools, and a trained Dementia Champion as she has lived experience of caring for her late Mother who had Dementia. Other interest - Yolanda is a keen home cook who gains joy cooking world fusion food for family and friends. She is a trained Wellbeing Retreat Chef promoting the benefits of plant based and fermented foods.

**Pippa Gough**

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A person smiling for the camera

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Pippa’s background is in nursing, but her career has spanned a broad spectrum of activity including that of senior manager, policy analyst, coach and development consultant within a range of different organisational contexts both in the UK and in Africa.

Pippa’s particular expertise lies in:

* Individual and team coaching, working with the full range of health care staff and specialties in hospitals, community and primary care settings and with public health professionals in local authorities;
* Process and organisational development consultancy to a wide range of clients including: health trusts and boards, local authorities, professional associations, sector skills councils and voluntary sector organisations;
* Programme and project management skills;
* Designing and commissioning programmes of leadership and organisational development;
* Strategic planning and change management; and
* Building and developing teams, both as a manager and as an external consultant.
* Governance – she has been Trustee and Vice Chair of the Alzheimer’s Society from 2011 to 2017.

**Career Summary**

Pippa has held several senior nursing positions, including that of Director of Policy at the Royal College of Nursing before joining the Kings Fund as a member of Senior Faculty in 2001.

Pippa has 15 years’ experience of providing consultancy in organisational and leadership development, coaching, and policy research (mostly on health labour market), initially whilst at the King’s Fund, then at the Health Foundation where she designed and commissioned the Generation Q programme, and for the past five years as an independent consultant.

Over the last five years her coaching and consultancy work has been with a range of health services, managers and clinicians managing change and developing leadership for improving quality of care. The work she feels is most important and which she enjoys most is with nurses.

Pippa is a Fellow of the Queen’s Nursing Institute.

**Amy Hart**

Email: [hartridgeconsultants@gmail.com](mailto:hartridgeconsultants@gmail.com)



For the last ten years Amy has been running her own organisational development and HR consultancy business and in 2017 established Hart Ridge Consulting Ltd with her business partner, Nicola Hartley. Amy has extensive experience as an HR & OD practitioner, including her role as HR Director for One Care Ltd (An organisation funded by the Department of Health to improve Primary Care). Prior to this Amy has had numerous roles at senior manager and board level for the NHS and was responsible for designing and delivering development solutions for clients working in the health and social care sector.

More recently, Amy has been working with Nicola delivering an 18 month leadership development programme in the NHS that links leadership and organisational change, the programme is linked to improving CQC outcomes.

Amy holds an MSc in People and Organisational Development. Amy is a Fellow of the Chartered Institute of Personnel and Development and is a licensed FCIPD qualified professional. Amy is accredited to deliver MBTI tools 1&2 plus Clarity 4d and Belbin. Amy was also one of a team of five facilitators who ran the National NHSI leading for improvement course for the NHS which comprised of a national selection process for key quality improvement participants across the NHS to be developed in key modules such as facilitation, demand management, capacity planning, creativity, change management and many more. The programme was supported by the nationally produced improvement leaders guide books. Amy is also an NLP practitioner status and has worked with over 200 organisations over the past 25 years, most in the NHS.

**Nicola Hartley**

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Description automatically generatedNicola graduated from Portsmouth University with a Masters in Business Administration. She holds the British Psychological Society (BPS) Certificate of Competence in Occupational Testing Level B Intermediate Plus, including the HDS (Hogan) and NEO psychometric tools. Nicola is accredited with the European Mentoring and Coaching Council (EMCC) and International Coach Federation at senior practitioner level, and accredited to use the Belbin Team tool and also accredited as an Affina Team Coach (previously AstonOD).

Nicola has worked with NHS Improvement (NHSI) to develop the National Culture Change Programme and Toolkit. Working with Professor Michael West, when he and Nicola were employed at The King’s Fund, they supported the development of the framework for the original CQC Well Led Domain. This work was then adopted and developed further by NHSI and has been published as a national toolkit. During her time at The Royal Bournemouth and Christchurch Hospitals, Nicola worked with NHSI to produce case studies as part of this toolkit, describing the implementation of the toolkit in an acute trust. Nicola is a member of the Community of Practice – Improving Organisational Culture.

**Claire Henry RGN BSc(hons) PGDip MBE**

Email: claire@clairehenryassociates.co.uk

Claire is an Accredited Executive Coach and has worked in healthcare for over 30 years predominately in Palliative and End of Life Care covering clinical, managerial, and quality improvement roles within the NHS and 3rd sector. She has led national implementation and improvement programmes alongside an independent review “National Choice offer for end-of-life care”.

Claire has been actively involved in leading national quality improvement programmes and community engagement and developments nationally including Dying Matters which she led for 3 years. She was also co- founder of the National Lung Cancer Forum for Nurses.

In 2013 Claire was awarded an MBE in the Queen’s Birthday Honours for her services to improving end-of-life care and in the same year received a lifetime achievement award from the International Journal of Palliative Nursing.

More recently Claire has been working independently supporting health and social care organisations in a variety of aspects relating to quality improvement, coaching, mentoring and palliative and end of life care, alongside Visiting Researcher University of Cambridge Palliative and End of Life Care research group and Visiting Fellow at the Open University.

**Jackee Holder**

Email: [jackeeholder@aol.com](mailto:jackeeholder@aol.com)

Jackee works with directors, senior leaders, board level executives and emerging leaders in the NHS. She is an accredited coach, coach supervisor and therapist. Her thought leadership focuses on wellbeing for leaders in a range of different systems and cultures.

Jackee’s skills extend to and includes design and delivery of accredited, high quality coach training and leadership programmes, facilitating team coaching and action learning sets, women’s leadership and career advancement along with coaching around diversity and inclusion.

Jackee portfolio career in organizational development includes a combination of a therapeutic understanding of human behaviour, a keen interest in reflective practice as a resourceful leadership developmental tool supporting individuals to become stronger, resilient leaders. Jackee skillfully coaches around change, difference and challenge.

Conrad Hornby

Conrad’s contact details????

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Description automatically generatedConrad trained as an actor at the Royal Academy of Dramatic Art. After graduating with a Diploma with Honours, he has worked in theatre and film. He graduated with a BA (Hons) in Literature from the Open University. Before attending RADA, he worked in international banking in the City of London for six years. He has also worked in local government supporting senior management in Children’s Services and Community Care.

Conrad has worked as a training facilitator and coach for over 15 years. He enjoys fusing business and performance skills, to coach delegates to achieve their potential in areas such as personal impact, voice and presentation encouraging embodied confidence. He has worked all over the world and the UK in the corporate sector (Banking, Insurance, Retail, Manufacturing, Telecommunications and Construction) and charities. He has also worked with many UK Government and NHS organisations.

Conrad is also a director of a small equestrian retail business selling handmade Italian riding boots. It encourages him to improve his Italian language skills!

Corporate names worked with:

John Lewis Partnership; Omnicom; HSBC; Allianz; United Technologies; KPMG; Triton; London & Quadrant; Florence Nightingale Foundation, Skanska, HSBC, Newton (Europe), Plan UK, CFA, Sheffield Hallam University, Falmouth University, UCL

**Valerie James**

Email: vjames@vjconsultants.co.uk

Valerie James is at the forefront of innovation in the UK in developing health service leaders. A Senior Fellow in Leadership at the King’s Fund for 10 years, she worked with over 800 senior clinicians and managers on groundbreaking interventions. These included the Top and Senior Manager Programmes, Athena for executive women, Management for 500+ Specialist Registrars and, with Dr Eden Charles, the Transformational Leadership Programme for senior BME leaders in the NHS. Professor Alimo-Metcalf independently evaluated TLP as outstanding. As a result, Valerie and Eden were nominated by over 100 people for the national Leadership Awards 2009 and again in 2010 (Partnership Category) for enabling multiple, sustained personal and organisational improvements.

A full time independent consultant since 2010, clients include two international order of nuns, the Department of Health and Department for Education, King Fahad Medical City – 8 hospitals in Riyadh, The Health Foundation, on patient safety and board leadership, and the national college of police leadership on partnership working. She wrote the first QI strategy in the NHS, working in partnership from Board to Ward to create demonstration projects.

Previously she has been a chief executive grade in the NHS and an academic. She has two clinical trainings, three behavioural science degrees, three postgraduate clinical diplomas and a PGCE. Accredited by CEDR International as a mediator, she specialises in mediating with doctors. She works creatively with transformational change, inequality and conflict. Valerie has been an executive coach to many senior figures and has taught coaching skills for over eighteen years. She has a passion for partnership working across systems and for bridging differences.

Independent Consultant: Corporate Psychologist

Visiting Senior Fellow, Kingston University and St George’s, University of London

Consulting Editor, International Journal of Public Leadership.

**Gina King**

Email: ginakingconsultancy@gmail.com

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Description automatically generatedGina is a trained nurse who started working in the NHS 36 years ago and was inspired to learn about better therapeutic pain management which directed her onto over 25 years in End of Life (EoL) care. Gina originally trained as a District Nurse where from here, she gained extensive experience in various roles in Specialist Palliative Care in different care settings, Acute Trust, Hospice and Community. This led her into becoming a county-wide EoL Facilitator/lead and then a commissioner in 2013. During this time, she gained a PGCHE qualification.

In 2015, Gina was seconded into strategic clinical leadership and project management as a Quality Improvement Lead in NHSE/I. Here she worked alongside Heath Education England (HEE), personalisation, independent and voluntary sectors, to raise the quality of care and support the rollout of training in person-centred care, EoL and MCA across the South West. Alongside, she was working in Thames Valley, where her focus was to measure and improve Electronic Palliative Care Coordination System (EPaCCS) alongside commissioners and in improving access to out of hours (NHS 111) Specialist Palliative Care advice for Generalists.

Gina is now adding to her skill set by training to be an accredited coach, alongside being an independent trainer and consultant in EoL Care and MCA. She is also a reflexologist, which provides her an opportunity of helping individuals on a personal level. She has also contributed to the “A textbook of Community Nursing” with a chapter on EoL “Providing quality care at the end of life” and developed games for EoL training and Human Rights.

**Susan Marshall**

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Susan has been the Executive Chief Nurse at SCFT since April 2014; having previously been the Director of Nursing at the Black Country Partnership Foundation Trust.

She has worked in the NHS for forty years in both acute and community settings and her experience spans various posts including safer staffing and workforce planning, governance and patient safety, performance, quality improvement, professional leadership, operational and system management, patient experience and organisational development; mainly within a community setting.

Susan has extensive experience and has a track record of quality improvement by leading the development of strong clinical leadership structures and embedding of a Quality Improvement methodology as a framework for improvement and sustainability; ensuring strong, workable governance and reporting structures from the front line of service delivery through to the Trust Board of Directors.

She has extensive knowledge of working in community services, community hospitals, mental health and learning disability services, all underpinned by her years of working in health and social care.

Susan was part of the national enquiry team for the Liverpool Community Health Independent Review (writing the patient harm chapter of this report) and worked as part of an independent review team with the CQC, on behalf of the Health Inspectorate for Wales. She has also published work on risk management and patient experience in relation to “Being Open” and Duty of Candour and is currently training in “Pathway to Excellence” for Long Term Care (Magnet) in order to develop a nurse led ownership and empowerment approach to aid shared decision making.

She is proud to be a Queens Nurse and is a Florence Nightingale Senior Scholar.

Advanced Negotiation Studies, Harvard Extension School, Boston, Massachusetts, MSc Health Sciences / Health Services Management, PGD Family Planning and Sexual Health, PGD Professional Studies and Health Visiting, Midwife, RGN.

**Joanna McCormick**

Email: joannamf.mccormick@gmail.com

Joanna is an experienced nurse leader with more than 30 years in clinical and leadership roles in the NHS. She has expertise in managing change and improving the clinical environment through process redesign. Joanna was the 1st Critical Care Nurse Consultant in N.Ireland (NI), established the 1st Critical Care Outreach Team in NI and was a professional lead on the regional group which designed and established the Critical Care Network for NI

An accredited coach with the ILM, Joanna is passionate about people, effective team working and facilitating individuals and teams to achieve personal and organisational effectiveness.

Until January 2020 Joanna was Divisional Nurse for Acute Services working as part of a collective leadership team with professional responsibility for approximately 1000 Nursing staff. She now provides coaching and mentoring support for a number of QI programmes and has a particular interest in initiatives supporting Joy in Work.

Joanna is a fellow of the Scottish Patient Safety Programme (cohort2) and a Florence Nightingale Foundation Scholar (2015).

**Leanne McLean**

Email: leanne@allyconsultancy.co.uk

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Description automatically generatedLeanne has 37 years’ experience as a Nurse, and within the last 7 years as Director of Nursing and Quality and Deputy Chief Executive, holding Board level Executive responsibility for Nurses, Midwives, and Allied Health Professionals, leading amongst other key portfolio elements on quality, safeguarding, infection prevention and control, end of life care, and chaplaincy. As an NHS Leader and Educator Leanne is described as wise and compassionate, recognising each individual as an individual, enabling a humanistic and intuitive approach to facilitating professional growth and improvements in practice. She remains committed to the premise that in order to deliver great care, great care and attention of practitioners is key.

Having only retired from full time NHS practice in October 2021, Leanne’s experiences of those working in healthcare is current and up to date, enabling her to position herself in the shoes of those she is co-facilitating and/or coaching. This ranges, for example, from the experiences of individuals in their everyday practice through to the challenges of staffing, regulation, and safeguarding; and from leadership at a local level through to leadership required at a system level.

Leanne is new to the role of Associate Facilitator with the Florence Nightingale Foundation but in addition to her professional experience she holds an MA in Clinical Leadership, a Postgraduate Certificate of Medical and Healthcare Education and a Level 7 Institute of Leadership and Management qualification in Executive Coaching and Mentoring.

Qualifying in 1987 from the Royal Hampshire County Hospital school of nursing in Winchester, Leanne moved to Papworth Hospital and specialised in Cardiothoracic Nursing. On completing her Masters in 2004 she broadened her experiences of education and workforce transformation before taking the post of Deputy Director of Nursing and Quality at Kettering General Hospital. In 2014 Leanne became Director of Nursing and Quality, adding to this the role of Deputy Chief Executive in 2021.

**Dr Beth Meriam**

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Leadership, Coaching & Mentoring Expert Guiding CEOs, Actual & Emerging Leaders & Top Teams to Be Effective, Confident, Resilient Leaders | Thrive in Conflict, Challenge & Change

Described by her clients as ‘no ordinary coach’ and ‘refreshingly different’, Dr. Beth Meriam (PhD Cambridge) provides breakthrough coaching, guidance and advice to a wide range of leaders, individuals and teams worldwide. Always starting from trusted partnership and compassionate listening, Beth’s involvements help clients to discover overlooked talents and resources, access steadfast confidence and security, cultivate strong relationships (including effective conflict resolution), and build the resilience, coping mechanisms and positive mindset needed to become accomplished leaders and practitioners.

With Beth’s dedicated support, actual and aspiring leaders and high potentials learn how to cut through external noise, chaos and complexity and develop their own Authentic Mastery. Clients are increasingly able to navigate inevitable difficulties with clarity, presence and integrity. The experience of feeling truly ‘seen’, valued and supported removes the blocks that keep even highly talented practitioners in a holding pattern of stuckness, and liberates trapped energy and momentum towards more meaningful and fulfilling ends. Clients frequently say that her contributions are ‘paradigm-shifting’, ‘life changing’ and ‘take things to a whole new level’.

Beth has been providing ongoing support, development and solutions for Florence Nightingale Foundation programmes and individuals since 2021 and has a strong sense of the personal and professional pressures, pitfalls - and potentials - within the healthcare sector. Coaching clients are leaders and professionals seeking greater fulfilment in all areas of their career, relationships and life. Beth’s uniquely rich experiences, often in isolated, far-flung locations around the world, allow her to establish solid connections with diverse practitioners through meaningful interactions and genuine interest. People with international or minoritised backgrounds, non-traditional career paths or who are navigating transitions or unforeseen circumstances also often find Beth’s approach a good fit.

Beth has designed and led a wide range of interventions in multiple sectors worldwide, including with international healthcare NGOs and charities and leading global business schools. Her contributions have received numerous education, enterprise and social responsibility awards. At the personal invitation of Dr. Stephen Porges, Beth forms part of the Traumatic Stress Research Consortium.

**Pauline Milne**

Email: [pauline.milne2@btinternet.com](mailto:pauline.milne2@btinternet.com)

Pauline is an experienced nurse leader with particular expertise in the nursing workforce.  She has worked in a range of senior nursing leadership positions spanning acute clinical care, nursing management, nursing informatics and nursing workforce policy and planning.  Pauline has experience of working at local, regional and national levels.

Pauline currently works as an independent healthcare consultant and has supported NHS Trusts with quality improvement initiatives, including Care Quality Commission preparedness.  She has direct experience of leading the nursing response to COVID in an acute trust in London during the first wave of  and consequently has a good insight into the challenges currently faced by nurses and midwives.

Pauline has a long-standing interest in safe staffing, workforce development and staff wellbeing.  She led the initial Nursing and Midwifery Workload and Workforce Planning project in NHSScotland and the development of National Quality Board staffing guidance in response to the Francis Inquiry in England.

In 2015 Pauline was awarded an MBE in the Queen’s Birthday Honours for her services to nurse education. In 2020, Pauline was awarded a Winston Churchill Memorial Trust Fellowship to research suicide in nurses.

Pauline is a member of the Chief Nursing Officer’s Exceptional Leader’s Network, the Florence Nightingale Foundation Alumni, England Executive Nurses’ Network and the Harvard Kennedy Women and Power Alumni.

**Beverley Powell Life Coach, Assoc. CIPD. PGCE, MSc, BSc(hons)**

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Description automatically generatedBeverley Powell is a Senior Advisor to the National Managing Director of Leadership, Life Long Learning and Talent at the National Leadership Academy and is a member of the Senior Leadership Team. Beverley is an accredited Transformational life Coach. Beverley’s expertise is in Critical Race Theory, Organisational Development. Leadership and HR.

Beverley spent several years as an Equality Diversity and Inclusion leader in the NHS acute sector within HR, leading and managing organisational culture system change leading at strategic and grassroots level. At policy level, Beverley was a member of the Patient Experience strategic group, which was chaired by the Director of Nursing where Beverley lead and represented this group on patient experience matters relating to ED&I. Beverley designed and delivered ED&I leadership development for front line clinical staff and Board members of the Trust. During this period, Beverley designed and delivered a three year ED&I strategy, along with an equality and Human Policy. Having highlighted inequality of care for Trans patients, as part of her master’s degree in Strategic Diversity Management at the University of Bradford, this led to the development of an internal Trans guidance in support of clinical staff.

In 2014 Beverley was nationally recognised by the Health Service Journal (HSJ) as one of the top 50 BME Pioneers for her work in providing leadership and strategic direction of ED&I, namely for her research and critical analysis addressing inequalities of Trans patients accessing primary and secondary care in the NHS.

Beverley brings a wealth of experience in building, supporting, and sustaining key stakeholder partnerships (multi agencies). An example of this work was her fourteen year employment in a UK Police Force, where during that period of community unrest, lack of recognition of diverse talent, recruitment and retention issues, Beverley and BAME police staff and Police Officers formed the first Black Police Association to address the findings following the publication of the Sir William MacPherson report following the murder of Stephen Lawrence. <https://www.gov.uk/government/publications/the-stephen-lawrence-inquiry> Beverley also represented the Police Force internationally (US) and undertook a project on recruitment, retention, and progression of Black officers to improve recruitment.

Following the Police Service, Beverley achieved her BSc hons and post graduate in education. Her first degree involved the study and analysis of child psychology and criminology. This lead to her appointment as a Diversity Manager in the prison service to help lead, and manage system wide culture change and the implementation of robust systems managing the Race Equality Prison Officer and Foreign National Prison Officer following the prison service high profile national report and recommendations of [the-zahid-mubarek-inquiry](https://www.gov.uk/government/publications/report-of-the-zahid-mubarek-inquiry). Beverley has a keen interest for walking, and all things nature.

**Jessica Read RN RM BSc (Hons) MSc Florence Nightingale Leadership Scholar**

Email: [Jessicaread@nhs.net](mailto:Jessicaread@nhs.net)

Twitter: @jessreadmidwife

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Description automatically generated In over 30 years as a midwife Jess has worked across all aspects of maternity services covering clinical, managerial and

regulation roles. Jess has experience in regional, national and international health strategy, and has authored chapters in recent publications of ‘Mayes Midwifery’ (2017) and Myles ‘Professional Studies for Midwifery Education and Practice’ (2019) as well as articles for journal publications. As a member of the RCN Midwifery Forum Steering Committee Jess represents the RCN on the Council of the International Confederation of Midwives (ICM) and is a member of the ICM Regulation Committee. Jess is a coach and a mentor and has a particular interest in enabling others to reach their full potential.

During the past 6 years Jess has experienced the challenges of

translating policy into practice by leading on the development of a new national model for clinical supervision and support for midwives, (A-EQUIP) she also developed a platform for support, recruitment and retention for midwives working in London (Capital Midwife) and supported the delivery of national ambitions for maternity services across the NHS in England (Better Births).

Jess has been in the role of Deputy Chief Midwifery Officer for

England (Leadership and Professional) since November 2019 where she plays an integral role in supporting the delivery of the national ambitions of Better Births and the NHS long term plan and securing the highest quality of maternity services for mothers and their babies whilst supporting the Chief Midwifery Officer’s vision for England to be one of the safest countries in the world to give birth.

**Gill Rogers, BA, RN, MSc**

Email: [grogers@crosspathconsulting.co.uk](mailto:grogers@crosspathconsulting.co.uk)

A person smiling for the camera

Description automatically generated with low confidenceGill is and independent consultant, facilitator and systems leader who specialises in bringing teams together to improve outcomes through working with individuals. She is passionate about improving individuals’ potential and works at all levels to achieve this.

Gill, BA, RN with an MSc in Management Development and Social Responsibility (Bristol University) and is a CEDR accredited mediator. She has worked as a nurse and held several senior management roles in a variety of NHS and private organisations. Gill is an accredited Time to Think facilitator and coach.

Gill is particularly experienced at working with staff in Primary Care organisations often helping organisations in a fragmented system value their most precious resource – staff. She is adept at helping professionals and leaders make sense of complexity so that they can manage the landscape and politics to deliver high quality of care.

Gill was Director of General Practice Nursing at Londonwide Local Medical Committees establishing leadership forums for General Practice Nurses and Practice Managers in London. Gill was Programme Director for an academically accredited foundation level programme created to help nurses new to General Practice. Gill is skilled at making sure that people are valued, and their views are heard and acted upon.

Gill currently leads the GPN programme for Capital Nurse and NHSE / I (London) working on workforce initiatives regionally and nationally. During the Covid-19 Pandemic, Gill chairs a leadership group for General Practice Nurses in London which has enabled the nurse’s voice to be heard for the benefit of patient care and nurses working in the pandemic in London and nationally.

Gill is a non- executive Director of Risky Business Events and volunteers for Mediation Hertfordshire.

**Fiona Sheppard**

Email: fiona.sheppard4@googlemail.com

Dr Fiona Sheppard is a Specialist Community Public Health Nurse – Health Visitor and practised for 23 years in various community settings. During her time with the NHS she undertook a strategic role supporting the implementation of clinical supervision in practice, across NHS Trusts in the East Midlands. Latterly, she worked the final 12 years of her career as an educator within the School of Health Sciences at the University of Nottingham. She helped to shape the integration of clinical supervision across the pre-registration nursing curriculum for all fields of practice. This work informed her Master’s in Human Relations and her doctoral thesis. In addition, she has complimented her supervisory facilitation skills with an ILM accredited coaching qualification and practised as a coach and mentor. She has particular expertise in facilitating groups.

Throughout her career, the values that underpinned her practice have focused on enabling and empowering nurses and allied health professionals in their professional capacity, through the practice of facilitated reflection.

Fiona recently retired from full time employment but still works in a part time capacity as an independent consultant. She continues to be registered with the NMC and her professional organisation.

**Dr Neslyn Watson-Druée CBE**

Email: Neslyn@beaconorganisationaldevelopment.com

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Description automatically generatedDr Neslyn Watson-Druee, CBE International Professional Speaker on Leadership, Executive Coach, Certified High Performance Coach, Certified One Command Coach, Certified Thinking Environment Coach and Consultant.

Neslyn enables you to be:

* Courageous, authentic, confident, to be their full potential and leave a legacy.
* Your best in your leadership, achieve high performance, achieve excellence and transform your business and life with integrity, passion, vision and emotional intelligence.

When you work with Dr Neslyn you will:

* Focus on your vision, direction and important areas of your life. Be crystal clear about your purpose and identify areas where you are uncertain or directionless.
* Amplify your energy to higher levels, develop and master your courage, productivity, influence, persuasion, negotiation and conflict resolution style.

What does Neslyn bring to your coaching experience?

* Neslyn is a qualified business psychologist with 25 years experience as a Board Director inclusive of 10 years as Chairman of an NHS Board with responsibility for £500M. In addition, Neslyn steered the performance management development of a national bank in Jamaica in preparation for merger with an international bank.
* Neslyn has a history of performance and has developed leadership and career development programmes for the National Health Service in England, The BBC and 22 Multi-National Companies in London.
* Neslyn has a string of awards – a selected few are Business Excellence Award, sponsored by American Express, Gold Standard Award for improving Employee Potential; National Training Award and Consultancy and Training Awards.
* Neslyn has had the following recognition from Her Majesty Queen Elizabeth 11 for Leadership and Innovation: Member of the Most Excellent Order of the British Empire, Commander of the Most Excellent Order of the British Empire and Queen Elizabeth 11 Medal.
* Neslyn brings a tapestry of experience from education and knowledge of how adults learn, leadership in health services as well as board experience and consultancy to leading national voluntary organisations in the UK.

What People Say about Neslyn’s Coaching:

* A clear vision on where I am going and how to get there
* Focused clarity on what matters most
* A sharp sense of who they are
* Purposeful goals
* Strategies to map and navigate their territory with ease
* Clear communication including conflict resolution, negotiation and influencing skills.

Liz Westcott

**Natalie Yates-Bolton R.G.N., M.Sc., Ph.D.**

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Natalie is a senior lecturer in Nursing at the University of Salford and an Associate Consultant with HammondCare International. In her role as a senior lecturer Natalie teaches under-graduate nurses, post-graduate nurses and supervises senior nurses undertaking Professional Doctorates. Natalie is the International Lead for the School of Health and Society at the University, leading on projects where staff and student international mobility facilitates knowledge development of professionals and students.

Natalie was awarded both Florence Nightingale Leadership and Travel Scholarships which developed her experience and knowledge of both dementia care and leadership. The learning from these scholarships led to her pivotal role in establishing the Salford Institute for Dementia of which she was Interim Director. In her role as an Associate Consultant with HammondCare International Natalie is involved in knowledge translation and evaluation projects related to dementia care and support in the UK and Australia.

Natalie’s Ph.D. study explored the enhancement of meaning and purpose in care home life. This has led to her role as the university’s workforce development lead in the Greater Manchester Teaching Care Homes project. Through this work Natalie has been collaborating with leaders of the teaching care homes of Schelgel Villages, Canada.

Natalie was part of a recent British Council delegation that collaborated with the Saudi Patient Safety Centre in Riyadh. Natalie has recently developed collaborations focused on the empowerment of nurses and patients for the Saudi Patient Safety Centre and Motaafi, a cancer survivors' charity in Riyadh. Natalie has also trained as personal and professional development coach supporting the development of NHS leaders, future leaders and academics.