

### Profile

Vicky is a dynamic director and consultant with over 34 years experience in the NHS. She has substantial experience in the design, implementation and evaluation of projects for a variety of professionals and organisations in both the public and private sector

Alongside her consultancy portfolio, she is also Programme Director at De Montfort University Business School, Leicester. Vicky is also a Board Director of a registered care charity

Vicky's international experience includes projects for the UK Department for International Development (DFID) advising and facilitating a development programme for leaders at national and regional levels in South Africa and Namibia. Current projects include the delivery of a development programme for international oil company engineers in Kazakhstan and the analysis of action learning sets for the Scottish Government.

### Experience and skills

#### 2000 – to date, Programme Director, Leicester Business School, De Montfort University

Leading the development of links with corporate clients, by working in partnership to ensure the delivery of high quality postgraduate management and leadership Certificates and Diploma.

Project management and income generation

Overseeing 500 student and 40 Associate Lecturers across the NHS in England & Scotland

**2000 – to date, Freelance consultant**  
Working for UK and overseas clients in leadership Development, analysis, scoping & evaluation, compiling reports and facilitation of groups.

Working as a reviewer & clinical adviser for the Healthcare commission.

QAA assessor

#### 1998 – 2000, Manager, Nursing and Midwifery Development, Birmingham Women's Hospital NHS Trust & acting Director of Nursing

- Advising and working with trust board directors and directorates on associated change projects, policies, procedures, continued practice development and workforce planning

- Led the commissioning and budget management of education for the Trust

- Acting Director of Nursing

#### 1996 – 1998, Education and Development Manager, Birmingham Women's Hospital NHS Trust

- Facilitated development of multi professional learning culture to enhance patient care
- Responsible for design and implementation of a Trust-wide appraisal system incorporating performance management framework
- Led, formalised and established the monitoring of the Trust's five year Education and Development Strategy
- Led on successful bids for NMET funding monies ½ million achieved in two years

#### 1992 – 1996, Training Services Manager, Southern Derbyshire Community Health Services NHS Trust

Assessing and advising on learning requirements, managing a range of professional development staff. Nominated for the 'NHS National Trainer of the Year' award for joint development activities with Social Services and the voluntary sector.

1990 – 1970's, Programme Manager, Derbyshire Health Authority & a variety of clinical posts in the NHS.

### Selected projects

- Competency mapping for NHS Institute of Innovation & Improvement. [www.nhsleadershipqualities.nhs.uk](http://www.nhsleadershipqualities.nhs.uk)
- Evaluation of Action Learning sets for Scottish MTS and English SHA. [www.tin.nhs.uk](http://www.tin.nhs.uk)
- Facilitator on national leadership development programme for the Royal College of General Practitioners
- Developed Project Management Tool Kit for teaching PCT
- Facilitated team building for HMP and the NHS to enable partnership working
- Facilitation of actions planning for Healthcare Commission post reviews
- Facilitation of underperforming medical team for Deanery ensuring agreed action.
- Scoped and evaluated leadership development for SHA



### Qualifications

MBA (AMBA accredited)  
Coaching Diploma  
MBTI facilitator  
NLP Master practitioner  
360 degree Leadership Qualities Framework ( LQF NHS) feedback facilitator  
Registered General Nurse  
Member of the Chartered Management Institute  
Member of the European Coaching Council

### Key skills

Change manager  
Management and leadership development  
Competency development & mapping  
Analysis and evaluation of information  
Facilitation of conflict resolution  
Coaching and mentoring  
Designing of developmental materials  
Facilitation of groups  
Team building & working  
Clear communicator  
Objective Negotiation