
Organisational Development Training Consultancy

Specialisms

Training	Organisational development for staff Management and governance for Trustees
Facilitation	Review and planning days
Consultancy	Business /management plans Policy formulation and development of procedures Organisational analyses, research studies etc
External evaluations	For funders / sponsors etc

Geographical area covered

I work in all regions of Scotland and the North of England, and would welcome the opportunity to work in other parts of the country and overseas.

Work experience

Over 25 years' experience in the voluntary and community sector: as a volunteer, committee member, paid staff and independent consultant. Recent client have included organisations working with refugees and asylum-seekers; carers' groups, and arts promotion groups.

I am happy to work alone, but also enjoy being in collaboration with other consultants on pieces of work requiring a range of skills.

I regularly provide training for staff and committees in-house for a range of non-profit organisations, and as an associate trainer with the Scottish Council for Voluntary Organisations for their short course programmes.

I am a member of the Lloyds TSB Foundation for Scotland consultancy panel, carrying out organisational reviews, and providing consultancy to Scottish voluntary organisations under the Capacity Building Programme.

Publications

A Hand in Management	Scottish Council for Voluntary Organisations
Bully off! <i>Identifying and tackling workplace bullying</i>	Russell House Publishing Ltd
Good Practice Guides for Carers Centres 1 <i>Young Carers Centres</i> 2 <i>Working with Health Initiatives</i>	The Princess Royal Trust for Carers
Governance Stories [with Shirley Otto] <i>A Practical Guide to Setting up and Sustaining Your Management Committee</i>	Russell House Publishing Ltd