

## Susan Lacy

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### Profile:

A management consultant since 2003, previously a senior executive, with extensive experience (20+ years) gained in the public and voluntary sector in the UK and overseas.

### Key Skills:

- A proven track record of successfully managing change to achieve organisational priorities in the fields of strategic planning and organisational management and development in a highly complex and fluid environment.
- An effective strategic thinker who takes a broad overview whilst not overlooking the importance of detail.
- Strong communication skills which enables diverse constituencies at all levels to identify and agree goals and targets and achieve effective outcomes.

### Specialisms/Work Experience: Sept 2003- to date

**Governance and Accountability:** Undertaking major reviews on current governance structures and processes which led to revised structures and operating frameworks. Providing an external assessment of accountability mechanisms (across a range of stakeholders) and their effectiveness for a number of major operations leading to revised structures and systems.

**Strategy development and strategic planning:** Led on a number of strategic review and planning exercises in the UK and overseas at key points in an organisation's development to provide a clear and concise articulation of future direction and plans that will support implementation and successful outcomes.

**Organisational and management development:** Providing support to senior teams to review their current organisational and management structures/systems in light of changes (policy/financial/political) to ensure they remain 'fit for purpose' and can maximise impact and funding potential.

**Programme review and evaluation** with a focus on impact, quality systems and processes. Reviews have covered projects and programmes in the UK and overseas considering coherence with policy, programme design, management, implementation, outcomes and value for money.

**Facilitation:** Designing and leading national and international conferences/workshops to review/learn and recommend improved programmes/processes etc, (e.g. planning workshops; Board development; programme design and effectiveness.)

**Interim Management:** senior management positions during periods of significant change, maintaining direction and focus whilst supporting and managing strategic reviews, change processes, annual and longer term plans and budgets.

**Previous Experience:** 20+ years in voluntary/public sector including work overseas covering all the above areas.

**Clients:** Examples include Save the Children UK and US, International Alliance of Save the Children, WWF, EveryChild, National Osteoporosis Society, Help Age International, DCFS/YDF programme with eg Wheadsheaf Trust/Oakmere/SHAP/WYYA.HSCVF with a range of small voluntary groups.

**Geographical Area:** Interested and available to work across the UK and internationally with particular interest in S and SE Asia

### Education and Development:

- MA Environmental Planning Nottingham University
- Geography /Sociology BA Hons, Sussex University
- Management Development Programme, Save the Children 1996,200, 2002