

Curriculum Vitae – Sarah Smith

Personal Profile:

Sarah is a highly experienced learning and development professional with many years experience in developing individuals at all levels within organisations, including senior management. Sarah consistently produces exceptional results for her clients. Her greatest strength lies in her ability to build rapport and relationships. Coupled with the dynamic that she builds Sarah shifts inertia and creates the motivation and momentum for individuals to perform to their greatest potential and get the results they want. It is making a real difference to individuals that motivates her.

Sarah has worked in a variety of sectors including retail, finance, media, higher education, public and voluntary sector. Her significant experience in leadership and management development includes the research and design of leadership competency models for several organisations including Cranfield University, SMBC and Praxis and the design and delivery of strategic leadership and management development programmes for Sainsburys, which resulted in an increase of 3% in sales and an improvement of 5 % in staff satisfaction surveys, and for Cranfield University which have been externally recognised as being 'exciting and powerful development'

Prior to moving into consultancy Sarah was Deputy Head of Professional Development at Cranfield University for four years, where she held responsibility for management and leadership development. Sarah continues to work with Cranfield University on their internal Leadership Programme, designing and delivering short courses and other learning interventions, and teaching sessions on NLP, Spiral Dynamics and Emotional Intelligence on the MDA. Sarah is a Master Practitioner and Trainer of NLP, an accredited practitioner of Gravesian/Spiral Dynamics (National Values Centre, USA) and Myers Briggs Type Indicator (OPP).

Summary of experience:

- Assessment and identification of strategic leadership development needs: design and delivery of development solutions.
- Coaching of senior executives using a range of coaching strategies
- Designing and delivering management and leadership development programmes
- Researching and designing leadership and management competency frameworks
- Design and delivery of a wide range of competency based development activities
- Facilitation of action learning sets in support of development
- Leadership and management team strength reviews
- Application of assessment and development tools and questionnaires e.g. 360, MBTI and Spiral Dynamics® to develop individuals, teams and organisations
- Consultancy / needs analysis through both internal and external consultancy working at all organisational levels to establish business needs and development priorities; bespoke solutions designed or provided.
- Designing and implementing organisational development initiatives



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Employment history:

Possibility Perspectives Ltd	Learning Consultant Providing a consultancy service for a range of organisations with specific focus on management and leadership capability. This includes research, design and delivery of development programmes, short courses, coaching, facilitation and diagnostic tools.	2005 - Present
Cranfield University	Deputy Head of Professional Development Group Created and implemented management, leadership and professional development strategy for the University <ul style="list-style-type: none">• Initiated, designed and led Management and Leadership Development Programmes across the organisation.• Researched, designed and implemented competency frameworks for the organisation.• Designed and introduced a 360 degree feedback process across the organisation• Constructed a portfolio of creative development opportunities to support competency development• Engaged in external consultancy in a range of areas including working with organisations on the design and implementation of competency frameworks and management and leadership programmes• Led a team of Learning and Development Consultants and Professional Development Advisers to meet the University's Professional Development Strategy	2001 - 2005
North Wessex Training	Senior Training Consultant Provided a consultancy service to a wide range of organisations within the Public and Private Sector, including the design and delivery of bespoke solutions and organisational development programmes: <ul style="list-style-type: none">• Led and managed the Gateway to Work programme for the Employment Service• Created a rehabilitation programme for the Prison Service• Designed a development programme in support of major organisational restructure at Renault• Designed and facilitated senior executive development events	2000 - 2001
J Sainsbury's	Training and Development Consultant Provided an internal consultancy service to middle and senior managers across both retail and head office sectors, including the design and delivery of bespoke solutions, 360 degree feedback, MBTI and other insight tools and performance coaching <ul style="list-style-type: none">• Designed and led residential leadership development programmes• Led the district training and development function	1998 - 2000

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Employment history continued:

J Sainsbury's	Consultant for Organisational Change Programme Researched, designed and implemented development solutions in support of major organisational change management programme	1997 - 1998
J Sainsbury's	Training Manager <ul style="list-style-type: none">• Identified retail staff training and development needs• Managed retail store coaches and trainers• Designed, delivered and evaluated organisational and bespoke training and development solutions	1996 - 1997
Career break		1993 - 1996
Malone Gill Productions	Film Production Assistant	1991 - 1993
Thames Television	Recruitment and Training	1990 - 1991
AFASIC	Education Liaison Advisor	1989 - 1990

Educational and Professional Qualifications:

NVC Consulting	Certified Spiral Dynamics II Practitioner	2005
John Seymour Associates	NLP Trainer Qualification	2004
John Seymour Associates	NLP Master Practitioner Certificate	2003
Back on Track	NLP Practitioner Certificate	2002
OPP	Qualified to administer MBTI	2000
Roehampton Institute of Higher Education	BA Hons degree in Education and English	1989
Cheltenham Ladies College	3 A' Levels 10 O' Levels including English and Mathematics	1986 - 1989