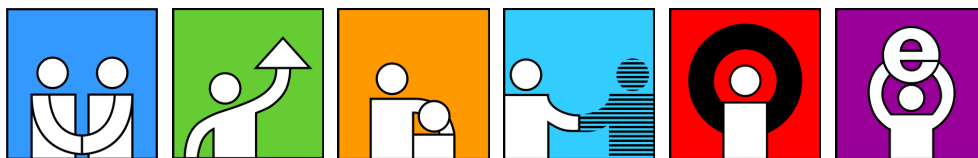


RANMORE



consulting development coaching modelling targeting e-knowledge

Profile

Mary Joyce



Mary is a senior associate of Ranmore Consulting, and is a specialist in leadership and organisational development, including executive coaching, change management and governance.

She has more than 16 years experience of leading and developing strategic change as an education management practitioner, and has held executive and non-executive board level positions in the health, higher and further education sectors. Her roles have included:

- Director of Executive Leadership Development and Governance at the Centre of Excellence in Leadership (CEL), where she designed and developed the groundbreaking Principals Qualifying Programme – a national leadership development programme for chief executives of further education colleges;
- Director of Planning, Standards and Performance with the sector skills council for lifelong learning;
- Executive Director of postgraduate education at the Tavistock and Portman NHS Foundation Trust, where she also worked and trained as an associate with the Tavistock Consultancy Service;
- University Secretary at Thames Valley University, and Clerk to the Polytechnics and Colleges Funding Council (now Hefce), where she worked with Sir Ron Dearing to publish the first guide for governors in higher education.

Mary has also taught on the Tavistock's masters degree programme "Working with Groups in the Public and Private Sectors" and on generic organisational dynamics programmes for health service professionals and groups working in the private sector. She was a mentor with the UCL masters degree programme "Health Informatics" commissioned by the NHS, and is accredited to use the Human Insight 'AEM-cube' team diagnostic tool.

Mary trained at the Tavistock and Portman in organisational consultancy, change management, and as a professional coach at Ashridge.

She uses a psychological and systems approach in her work with individuals and organisations, to uncover the processes and practices that both help and hinder effective working. Her focus is on helping organisations develop their leadership capacity at all levels, and to build resilience, increased capability and understanding in its leadership. Developing the creative capacity at all levels in the staff group, is an important part of delivering the organizations' strategy - especially in times of transition and change.