

SALLY BERNHAM

An experienced learning and development professional with a strong record in both the public and private sector. Over 10 years higher education experience as both a senior manager and consultant designing and delivering cost effective solutions to achieve organisational success through creative and effective leadership and management development. A skilled and qualified coach, coach supervisor and coach trainer, I am passionate about the impact of coaching.

With roles at both regional and national level, formerly as Chair of the Midlands Staff Development Partnership, member of the Organisational Development in Higher Education group and currently as a consultant for the Staff Development Forum and assessor for the Association of University Administrators, I am respected in the sector with a good understanding of the current challenges for universities.

A member of the Chartered Institute of Leadership and Development, the Institute of leadership and Management and European Mentoring and Coaching Council, my work exemplifies the highest professional standards and incorporates best practice and contemporary thinking.

Core Competencies

Results focused coaching
Developing effective working relationships with clients
Strong business focus and political awareness
Professional credibility and enthusiasm
Project leadership and budget management
Analytical and creative problem solving
Senior leadership and management experience
Influencing and team building skills

CAREER HISTORY

DIRECTOR, IDYIA COACHING AND DEVELOPMENT

October 2010 – present

Owner of a company offering coaching, coaching supervision, assessment, development, and consultancy for private and public sector clients, including De Montfort, Leicester, Derby and Open Universities.

STAFF DEVELOPMENT MANAGER, THE UNIVERSITY OF NORTHAMPTON

November 2001 – September 2010

Key responsibilities

- Leadership and management of the Staff Development function and team
- Senior member of the Human Resources executive team
- Development and implementation of the University's People and Organisational Development Policy
- Staff Development lead on organisation wide decision making groups and projects
- Management of a range of learning and development interventions to meet strategic objectives
- Development of collaborative relationships with internal and external providers and with internal stakeholders
- Programme leader, tutor and assessor for a range of ILM leadership and management programmes including coaching
- Internal coach and coach supervisor

Achievements

- Development of an internal Coaching Network to foster a coaching culture
- Introduction of Leadership and Management Development Framework
- Design of a development programme for senior managers
- Management of Leadership Impact Assessment project
- Project management of University's Investors in People recognition
- Implementation of succession planning and talent development strategy
- Revision of Performance and Development Review and induction processes

SALLY BERNHAM

TRAINING AND DEVELOPMENT MANAGER, NHS DIRECT THAMES VALLEY AND NORTHAMPTONSHIRE
June 2000 – November 2001

GOVERNOR TRAINING MANAGER, NORTHAMPTONSHIRE COUNTY COUNCIL
August 1999 – May 2000

QUALIFICATIONS

Diploma and Certificate in Coaching Supervision
Advanced Diploma in Coaching (Merit)
Certificate in Life Coaching
NLP Practitioner Licence
Investors in People Internal Assessor
Diploma (Stage 1) - Institute of Personnel Management (CIPD)
BSc Hons Sociology and Psychology
Post Graduate Certificate in Education

CONTACT DETAILS

Tel: 01604 847589

Sally.bernham@idyia.co.uk