

Judith Cashmore-James

Profile



Job Title : Director – coach/consultant
Professional Experience: 25 years senior management experience
Qualifications: MSc HRD & Change Management
Pg Diploma in Management Studies
CPC – Certified Professional Co-Active Coach
Graduate CIPD
Memberships Fellow CMI
Chartered Fellow CIPD
Fellow ILM
.....Member IFAL – International Federation
Action Learning

Summary

Judith is a certified and experienced coach and consultant, specialising in leadership coaching and development. She is particularly skilled in helping people move forward, raising confidence, gaining self esteem and maximising their potential and performance. She is known for her pragmatic and flexible approach and is passionate about working with people who want to lead authentically and inspirationally.

She has designed an online 360° degree feedback tool and competency framework specifically for education leadership

She has a range of consulting experience in organisational & individual leadership; organisation design and development; executive team conflict and performance; departmental reviews; workforce planning; competency frameworks.. She has considerable experience in senior management roles in the public sector, leading and managing major change programmes and service delivery in complex political environments. She has worked closely with a large volunteer workforce and has significant experience of working directly to non-executive boards. Having worked at Chief Executive level she understands at first hand the complex nature of senior management team relationships

Current/Recent Clients : Guide Dogs for the Blind, Crown Prosecution Service WM, GE Henry Gunn Recruitment, Indigo Pink PR, IBM, Lewis Partnership Hotels Manchester Business School, MMC Ltd, Newcastle University, Notts Homecare Services, Rochford District Council, West Midlands Strategic Health Authority, Russell Taylor Management Ltd, Smart Ideas Design Ltd, Oryx GTL (Qatar) Qatar University,

Non-Executive Roles: Trustee of Katharine House Hospice Stafford, Chair of the Staffing and Resources Committee. Member of the Lord Chancellors Advisory Panel for Staffordshire & the Stafford Area selection panel for Magistrates

Career History

2006 to date	Director, Coach and Consultant Touchstone Associates Ltd
2004 - 2006	Area Director – HMCS West Mercia
2004 – 2005	Acting Chief Executive – West Mercia MCS (note: held three roles
2001 – 2005	Director of Administration – West Mercia MCS simultaneously)
1998 – 2001	Business Manager, Business School – Staffordshire University
1987 – 1998	Director of Personnel & Corporate Services – Rodbaston College