



WOODWARD
LEWIS

Facilitating change – positively and effectively

Jane Lewis BA (Hons), MSc, MCIPD, MIBC, CMC

Jane has helped a range of public and private sector organisations improve their performance, at a practical and strategic level. She uses a practical approach, and specialises in developing middle managers as change agents. Quick wins are delivered, and resistance minimised, by building on strengths, using appreciative enquiry and “positive deviance” techniques.

Trained by “the co-creator of positive deviance”, Jerry Sternin, and mentored by Richard Pascale, author of *“Surfing the Edge of Chaos”*, Jane has close links to Monique Sternin and the Positive Deviance Initiative. She created and led the UK’s first organisational PD project, which delivered significant social work time savings for Hertfordshire County Council. She lectures on PD on the Oxford University-HEC Paris Consulting and Coaching for Change master’s programme.

She is working with Richard Pascale, the author of *“Surfing the Edge of Chaos”*, to review his new book, written with Jerry Sternin, on PD. She supports a Danish PD project to reduce Prison Officer absenteeism in and is working with a South Coast local authority on using PD to improve community engagement.

Specialist Skills

- Facilitating and improving business planning and performance management, including scenario planning
- Planning service improvement strategies with key champions and management, many in the context of CPA, Best Value and Better Quality Services; conducting diagnostic service reviews
- Development of human resources strategies, vision and values, in consultation with staff
- Training and updating of internal change champions, facilitators and advisors using a modular approach
- Specialist in-house training for Investors in People and Excellence Model practitioners
- Top level support in project monitoring and review, training in project management
- Facilitation of process improvement activities; organisation design Jane was adviser to the SOLACE commission on management in a political environment.

Qualifications

- BA (Hons) German, French subsidiary – University of London
- MSc Consulting and Coaching for Change – joint programme between University of Oxford and Hautes Etudes Commerciales, Paris (FT no1 European business school)
- Member of the Chartered Institute of Personnel and Development
- Chartered Management Consultant and Member of the Institute of Business Consulting
- PRINCE2 project management foundation award
- Level A & B Statement of Competence in Psychometric Testing – British Psychological Society
- She has also helped over 30 organisations achieve the Investors in People standard and is an open market trainer and assessor for the EFQM Excellence Model.
- Trained as a PD facilitator