



WOODWARD
LEWIS

Facilitating change – positively and effectively

Vivienne Hines BA (Hons), MA

Vivienne has a background in change management consulting and is a teacher, trainer and consultant specialising in organisational behaviour. She works with teams and individuals in the public and private sector and has a particular interest in communication styles and techniques. Clients vary from blue chip professional services organisations such as management consultants and advertising agencies, to leadership teams in the public sector. Whether working with groups or individuals her approach is practical and client-centred and she favours positive psychology approaches to change. She teaches at Oxford Brookes Business School and is a member of the leadership coaching panel at the London Borough of Southwark.

Specialist Skills

Her expertise covers:

- executive coaching/mentoring
- management development and training
- facilitation of group activities
- outplacement and career counselling
- recruitment and assessment
- psychometric assessment (Birkman)
- HR consultancy

From 1989, she worked with Deloitte Consulting, (previously Touche Ross) and became a consultant in the Change Management Group with public and private sector clients such as Shell, The Benefits Agency, the National Grid, The Science Museum, NHS Trusts, British Coal Enterprises, Post Office Counters Ltd, Local Government and Colleges of Further Education, Legal Practices and many small businesses.

Viv is also a lecturer in coaching at Oxford Brookes University.

Projects have included advice on staff structures and training to the operating side

of a major general insurance company, developing teams in HM Treasury to use the EFQM Excellence Model, and long-term support to the Southwark LB on project management and creating engagement and enthusiasm for change.

Qualifications

- BA (Hons) University of Warwick
- MA in Coaching and Mentoring Practice – Oxford Brooke University
- Coach training at Coaching Academy, Oxford School of Coaching and the Performance Partnership
- NLP Master Practitioner, Trainer and consultant
- Trained as a PD facilitator

Published Articles

- Contributed to Croner Handbook and newsletter on a variety of HR topics
- Article in FT (Jan 2002) on HR's strategic impact in business