

#### **National Healthcare Regulatory Body – delivered 2018 - 2019**

- 5-step programme 'Career Progression & Development' to create more vibrant, engaged mid-level leadership hence improve performance within and between teams in 2018. Further developed for selected group of Super Users delivered in 2019. Also delivered in 2019 a 12 Part Programme to build on content of 5-step programme.

#### **National Financial Regulatory Body – delivered 2018**

- Communications focus half day for a directorate to explore challenges and improve results of annual audit

#### **Aviation Industry Insight WoMen - delivered 2016**

- CIND – Confidence, Influencing, Negotiation, Decision Making
- Influencing – the 'how to' re colleagues, teams, direct reports, line managers and influencers

#### **BWB – Bristol Women in Business – delivered from 2014 – 2018**

- Co-ordinated network for women leaders and aspiring leaders from corporates and big businesses in Bristol. Provided high-end professional development programme covering specific issues of leadership focusing on solutionising.

#### **National Banking Group – delivered between 2006 – 2016 [programmes open to employees nationally]**

- Banking Group Women's Network in Bristol 2006 – Raising the bar re all aspects of career development
- Sales Professionals – high potentials in 2007 Bristol – Transforming Conversations – how to shift perspective and use a coaching approach to improve quality of client interactions and bottom line results
- Service & Operations Quality 2010 – How to be the best relationship managers in the UK
- Banking Group's Breakthrough Network in Bristol, Cardiff, Exeter, Taunton 2014 -2015 – 1. Mindset for success 2. Mind your language – how to influence colleagues, teams, stakeholders 3. Networking – how to powerfully use every opportunity to connect, promote, influence and be memorable
- Customer Analytics and Decisions Division in Solihull 2015 – Every picture tells a story ... How to Develop Your Personal Brand – design your brand to have impact, influence and be inspirational to create the high potential profile that gets spotted for promotion and development projects
- Team Managers in Solihull 2015 – How to tell a powerful story as a manager and leaders of teams to bring projects in on time and hitting all targets
- Customer Fraud and Credit Team 2016 in Leeds – Confidence, Influencing, Negotiation and Networking – how to create high potential profiles

#### **Associations of Women in Property and in Management – delivered 2014 - 2015**

- Delivered programmes to debunk the myths around women in management and their promotion therefore how to create the career you want rather than be fooled by the glass ceiling

#### **Financial Services – delivered 2013 – 2014**

- Worked with MD and two high potentials both bespoke individually and as trio to enable transformation into a senior management team able to run the business freeing up the MD to be involved part-time

#### **International not for profit – delivered 2013 – 2014**

- Bespoke development programme for a newly appointed country director in first major leadership role
- Led to significant promotion and step into a new organisation

#### **Aviation Industry – delivered 2010**

- Co-delivered coaching programme to implement a coaching approach across all levels of management to improve, broaden, deepen leadership, project management and organisational communication

#### **Law Firm – delivered 2008 – 2010**

- Development programme to support merger of 3 law firms

#### **National UK charities – delivered 2004 – 2007 then 2016**

- Bespoke development programme for a newly appointed CEO in first major leadership role
- Delivered 2 part programme to team leaders to improve their 'ask' so significantly upping the bottom line results

#### **Global Specialist Legal and Compliance Recruitment Company - delivered 2001 – 2010**

- Worked with aspiring high potential leader on a bespoke development programme which enabled attainment of role as Global Managing Director in this company with turnover of several million pounds per year who said 'part of the reason I am enjoying a successful career is because of the coaching support and encouragement I have had from Halina.'