



Personal Profile Qualifications & Contact Points

Key Experience

- ① Board Level Experience as Chief Executive and HR Director
- ① Strategic leadership
- ① Transformation and Innovation
- ① Employee Relations
- ① Workforce Planning and Strategy
- ① People and Organisation Development
- ① Strategy and Policy Development
- ① Turnaround including performance, cost improvement and productivity
- ① Experienced Coach
- ① Chair of the West Yorkshire and Humber Primary Care Workforce Steering Group (NHS England)
- ① Associate Specialist (Consultant) with Institute for Organisational Development

Qualifications

- ① MA Hons Leadership in Healthcare
- ① MA(Hons) History
- ① FCIPD
- ① ILM 5 Coaching
- ① PRINCE2 foundation course accredited

Location: Yorkshire (available to work nationally in all locations)

Professional Profile

Natalie is a highly experienced board-level leader having worked at this level for a number of years including CEO experience turning around an organisation rated as inadequate by the Care Quality Commission (CQC). Exceptional leadership skills including the ability to set vision, undertake diagnosis and execute improvement strategies and plans. A proven track record in delivering transformational change across finance, contractual performance and workforce productivity and wellbeing. A credible consultant who is skilled in developing high performance teams and organisations through engagement, communication and facilitation.

Natalie has a record of achievement working at Board Level in the NHS and Not-for-Profit sector including Social Enterprises and Employee-Owned. These achievements include, successful tendering and bids for multi-million pound contracts, establishing a robust performance framework with a culture of accountability. Natalie led her most recent organisation through a period of significant change; developing and using benchmarked data to improve services; bringing about large scale organisational and service change and embedding a five-year strategy and vision.



Career Summary and Assignments Undertaken

Apr 2015 – Oct 2018 Locala Community Partnerships – *Chief Executive*

Undertook and successfully delivered an organisation wide turnaround and transformation programme. This change covered all areas; governance, workforce, operations, digital, finance and quality. Within six months the organisation was evaluated as no longer inadequate by an external assessor and 'Good' in the Well-led domain.

Played a pivotal role in transforming relationships with internal and external stakeholders. This included the two Clinical Commissioning Groups (CCGs), Local Authority, Care Quality Commission, two Acute Hospital providers and key community groups. Internally, transformed employee engagement leading to a shift in organisational culture leading to improved performance.

2005 - 2015 York Teaching Hospitals NHS Foundation Trust – *Deputy HR Director*

Lead role in the acquisition of Scarborough Hospital in 2012 including the transformation of the HR services and team and due diligence relating to the acquisition process.

Designed and implemented innovative recruitment initiatives including behaviour assessment for senior and medical posts and a national award winning innovation in recruiting nursing workforce (HPMA). Significant experience in managing complex Employee Relations, Investigations (senior-level), Workforce planning and Strategy.

1998-2004 Honda (UK) Manufacturing – *Senior Operational Manager*

Responsible for the production and logistics team within the Keihin UK (Ltd) subsidiary