



Judith Ward

Judith has more than 20 years experience working with people in organisations: as a coach and consultant, as an OD Director in the NHS and as a managing consultant with a leading business services firm. She began her career as an HR practitioner within the retail sector, and as well as 15 years in a variety of senior HR and OD roles within the NHS, her experience has included work in local and central government, creative & arts organisations, media & technology industries, financial services, pharmaceuticals, social enterprise and private healthcare.

Her practice focusses on coaching and consulting to people in Executive Board or senior managerial roles, but also with senior specialist staff such as clinicians, OD and HR practitioners and engineers. She is a supervisor of coaches in individual and group settings and works to help organisations develop their internal coaching capabilities, including running internal coach development and supervision arrangements. As well as working with individuals, she provides team and group supervision, action learning facilitation and team development for senior teams.

She has developed a particular interest and expertise in working with people making a transition of some kind, such as a shift to a Board role, a role in a broader area of the business, or a personal shift in understanding which has changed their perspective on their career or approach to their working life. In working with teams, she often works with those involved in mergers or reorganisations, helping them to deal with with issues of loyalty and identity which can prevent an effective focus on the difficult leadership tasks with which they need to identify.