



## **Judy Butler**

Judy Butler is a Senior Consultant with Coalescence Consulting responsible for driving the agenda, offerings and capability on leadership and talent management. She works with organisations, teams and individuals to support the development of their leadership effectiveness in the short, medium and long term; considering individual capabilities and aspirations, organisational context, systems and processes.

As a recent first time employee of the NHS, she recognises the need for excellent leaders at all levels and in all professions to deliver the healthcare that patients need. She feels very strongly there is a wealth of leadership potential within the health service and is passionate about helping individuals identify and make the most of the choices available to them. Her style is pragmatic and flexible, drawing on a long consultancy career in management, leadership and organisation development in the private and public sectors to stimulate deeper personal understanding, identify and realise potential.

## **Experience**

Judy has worked in leadership and organisation development in the private and public sectors in the UK, Singapore, India and Europe taking on leading roles both within organisations and as an external consultant. Her early years were spent as a Management Development Consultant directing and delivering a number of leadership, interpersonal and consultancy skills programmes where 1:1 coaching was a key part of the development process.

Subsequent roles have focussed on improving talent and performance management processes within organisations, working across cultures to implement a single career and line management system.

More recently Judy was Head of Leadership and Talent Management at NHS London where she was responsible for the development of a series of programmes and strategies to improve the pipeline of talent for key leadership roles; for London's response to the national leadership agenda; for addressing diversity in leadership and for clinical leadership.

## **Professional Expertise**

- Coaching for Directors, aspiring Directors, managers and clinicians
- Career coaching
- Leadership development for clinicians and managers
- Talent management understanding, systems and processes
- Preparing and delivering effective presentations
- Developing Internal Consultancy skills
- Culture and change
- Improving performance management

## **Education & Qualifications**

- BSc (2.1) Hons Psychology
- LQF accredited
- Level A
- Level B qualified in use of MBTI, OPQ, CPI
- MCIPD
- Currently completing MA in Management Learning and Leadership, University of Lancaster