



Karen Johnson (Msc)

Karen is lead director for all the work undertaken by the Coalescence Consulting Board development team. She has developed the team and tool offerings to Boards including a strategic partnership with Grant Thornton to progress even further the services offered to Organisations in this most important work.

Karen is Managing Director of Coalescence Consulting Ltd having established and built the company to provide bespoke expert Organisational Development within the Health Service. She combines expertise in organisational development with more than 20 years experience in all aspects of health services within the UK. Karen has extensive experience with Boards, Executive teams and individuals; she is innovative creative and thought provoking. She leads the Coalescence Team with passion and conviction to ensure every piece of work undertaken is of the highest quality and bespoke to the individual team or organisations needs. With clients and organisations she is both challenging and supportive. Karen is also Executive Director for Scenario One sister company to coalescence.

Experience

Prior to establishing Coalescence and its sister company Scenario One, Karen worked as a practitioner and senior manager in both the NHS and social services in a range of professional areas including Mental Health, Child Protection, Acute Trusts, Cancer and Palliative Care. She held joint appointments between organizations and worked in arguably some of the most challenged parts of the country. Her belief that improving the performance, satisfaction and contribution of Boards teams and individual teams throughout the healthcare system directly impacts on patients remains a key driver for all her work. She has led the Coalescence and Scenario One teams in work with numerous healthcare organizations including SHAs, PCTs and Acute and Foundation Trusts and merged Trusts across the country. She led the Coalescence team providing the organisational development support to the UK's first Academic Health Sciences Centre [AHSC].

Professional Expertise

- Boards and top teams
- Merged Organisations
- CEO/Director relationships
- Clinical leaders
- Building effective teams
- Women in senior management
- Performance management
- Isolated posts

Education, Qualifications, Professional Positions

- Managing Director Coalescence Consulting
- Executive Director Scenario One
- MSc (distinction) Health and Community Care
- PG Dip (distinction) Health and Community Care
- RMN
- CQSW
- London School of Coaching Executive Coaching Programme
- MBTI steps 1,2 and team,
- FiroB
- Action Learning Set trainer
- Equine Guided Leadership