

ECC ANNUAL CONFERENCE AND RECEPTION 3 and 4 MARCH 2014

SPEAKERS BIOGRAPHIES

RECEPTION – 3 MARCH

JONATHAN SIMONS

Head of Education, Policy Exchange

Jonathan is the Head of the Education Unit at Policy Exchange, where he directs research on all aspects of education including Early Years, schools, skills and HE.

Before joining Policy Exchange Jonathan worked at Serco Group, where he was Director of Strategy and Market Development in both the company's specialist education and health practices. Prior to that, he was Head of Open Public Services in the Cabinet Office, where he co-authored the Open Public Services White Paper, and Senior Policy Adviser and then Head of Education in the Prime Minister's Strategy Unit where he developed policy in the administrations of both Gordon Brown and David Cameron.

Outside of work Jonathan is the Chair of Governors and Co-Founder of Greenwich Free School (which opened in 2012), Vice Chair of Governors of one of his local schools, and a Trustee of WWV, a small charity that promotes volunteering amongst school children and various disadvantaged groups.

ANNUAL CONFERENCE AND AGM – 4 MARCH

DAVID CLEETON-WATKINS

Lead Consultant, Business Development, Roffey Park Institute

David is a business psychologist and a key member of Roffey Park's OD and leadership development teams, he also leads on the work we do with universities across the UK, and chairs our Talent Forum. His work includes the design, implementation, and evaluation of assignments in leadership development, assessment, change management, organisation development, and personal profiling. Recent major assignments have included: working with a top team to look at the governance implications of a merger; creating new senior leadership programmes for two widely differing universities, a senior leadership development programme for a leading financial institution, and a culture change programme for a local authority. His work takes him across the UK and Europe, and occasionally further afield.

Alongside these, David is an active coach to senior people in a number of organisations, and supports clients with consultancy and delivery in leadership, OD, and change. He is Programme Director for Realising Leadership Potential. His depth of knowledge and practical line experience are particular strengths. His writing credits include books on influencing, the marketing of training, and articles on feedback, selection, OD and recruitment. He is also an increasingly active blogger.

DEAN ROYLES

Chief Executive, NHS Employers

Dean Royles was appointed as chief executive for NHS Employers in December 2010. Previous roles include director of workforce and education at NHS North West; director of HR and communications at United Lincolnshire Hospitals NHS Trust and deputy director of workforce for the NHS at the Department of Health, where he was responsible for developing a national HR strategy for the NHS.

Dean was the first HR director at East Midlands Ambulance Service following its creation in 1999. He has also worked at an acute hospital and in a community and mental health trust having started his HR career in industrial relations in a local authority.

Dean has an MSc in Human Resources. He is a member of Sheffield Business School's Advisory Board and also a visiting fellow at Newcastle Business School, chair of the board of the Chartered Institute of Personnel and Development and a chartered fellow for the same organisation. In 2011 Dean became the first male business champion against domestic violence and a national ambassador for the Apprenticeship Ambassadors Network. He is a regular conference speaker, published in a number of journals, on the editorial board of HRMJ and provides expert opinion in the national media. He was voted HR's Most Influential Practitioner in 2012 and 2013. Dean is married with four children and lives in Sheffield.

DIANE HOWIE

Deputy Director of Finance, Teesside University

Diane joined the University in 1994 from BDO Binder Hamlyn, Leeds where she worked for 6 years in the Audit Department, latterly as Audit Manager on a number of clients ranging from Not-for-Profit organisations to large plc's. In addition to a number of financial accounting responsibilities Diane manages the Payroll, Procurement and Credit Control functions within the Finance Department. Diane is a member of the BUFDG Training and Development Group. She is married with 2 children – her daughter graduated from Northumbria University in 2013 and her son hopes to embark on his University studies later this year.

GEOFF FOSTER

Chair of ECC

Geoff joined Northumbria University in 1995, where he is currently Head of HR Systems and Projects having previously worked in a number of HR and operational management roles. His key areas of responsibility include the management of strategic HR projects linked to the University's Corporate Plan and e-HR systems development.

Prior to joining the University he spent 12 years in the Royal Air Force in a variety of personnel roles including; clerical support to flying squadrons, Officer recruitment from Schools and Universities, serving on the personal staff of an Air Chief Marshal and conducting major staffing and equipment reviews.

He is committed to self-development and is actively involved in a number of local, regional and national networks and working groups. Geoff holds Post Graduate Diplomas in

Management Studies and Human Resource Management and is a Chartered member of the CIPD.

NICHOLAS JOHNSTON

ECC Chief Executive

As Chief Executive, Nicholas ensures that ECC focuses on members' needs and balances long-term development goals whilst delivering on short-term priorities.

Nicholas brings 20 years' experience of delivering practical and successful strategies and business plans in the public, private and voluntary sectors. Before joining ECC he was Head of Strategy and Performance at RNIB, a £120m UK membership charity with 3,000 staff.

Nicholas has direct experience of many aspects of HR, including job evaluation, grievance and disciplinary hearings, and leading the integration of planning and performance across two large merged charities.

Nicholas is also Non-Executive Director of a Scottish health board. In his spare time he gets worn out by his two young children, fails to find the time to play guitar, and is Vice-Chair of his local Community Council.