

Józefa Fawcett MA, Chartered Fellow CIPD, FHEA, FLPI, MICDE, MBVA

Learning Design Specialist, HR Consultant, Trainer, Adjunct Professor
and Business Excellence Assessor



Summary

Józefa's career spans across a wide range of industries including: Energy (*Oil and Gas, Waste Management, Logistics & Supply Chain*); Pharmaceutical & Healthcare (*Biotech, NHS*); Government & Public Administration (*European Union, European Regional Development Agencies, European Commission Public Administration, Government of UAE*); Scientific Research (*Kuwait & UK*); Executive Education (*UK, Russia & Spain*); Defence (*RAF, MoD*); Employment (*Recruitment*); Commercial Retail (*Electronics, Luxury Goods, Cosmetics, Fashion*)

Based in the UK, yet operating globally, she's worked in 36 countries on five continents: Europe, Asia, Australasia, North America and Africa. Her most recent overseas work during 2018 has been in Southeast Asia and the Middle East.

Józefa has taught on several Post-Graduate Masters programmes at various Universities and Business Schools around the world. Currently, she's Adjunct Professor at IE Business School of Human Sciences & Technology, Madrid (ranked nr. 3 Business School in Europe) teaching MA Talent Development & HR, and on the Faculty at Anglia Ruskin University Cambridge (London Campus) teaching MSc International Project Management and MBA Healthcare. A Chartered Fellow CIPD, Fellow Higher Education Academy, Member International Council for Open and Distance Education, Member Learning & Performance Institute and Member Business Excellence Institute, Józefa has twice received a Global HRD Award from the World HRD Congress, in 2017 for Global Training & Leadership and in 2009 for HR Excellence.

Józefa's passion comes from her work with HR and training professionals, managers and leadership teams supporting transformational change by applying agile learning practices, effective training design and high-impact delivery. These three approaches make a difference to team productivity, leadership capability and quality improvement - especially during transitional phases.

She produces offline and digital training courses, thinking tools and learning games that nurture talent and support managers and leaders. Building upon her wide range of experience, she trains, speaks and teaches business managers, team leaders and HR teams how to ensure that L&D is both 'invisible yet integral' to creating a workforce that has the skills needed to manage the transition to Industry 4.0 and the digital transformation agenda.

For HR and training professionals she also provides a range of Professional development courses, vocal coaching and mentoring enabling them to create exciting new learning initiatives that future-proof their own organisations.

Specialties

Learning Consultant, Talent Development, Training Needs Analysis, Instructional Design, Digital Learning Design, Learning Technologies, Trainer, Presenter & Speaker Development, Facilitation Development, Human Capital Development, Learning Assessment, Validation & Evaluation, Blended & Flexible Distance Learning, Podcast Recording, Knowledge Creation & Storytelling, HR Strategy and Implementation, People Management, Team Development (physical & virtual), Capability Framework Development, Performance Management, Organisational Transformation, Customer Service, Organisational Effectiveness, Change Management, Leadership Development, HRD Audits, Executive Coaching, Continuous Quality Improvement.