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Józefa Fawcett

MA(HRM), Chartered Fellow CIPD, FHEA, MICDE, MBEI, MBVA

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Biography

Consultant *(Talent Development, Transformation, People Management & Leadership)*, Professional Instructional Designer, Trainer, Academic Lecturer, HR Excellence Assessor. Experience across 36 countries on five continents, culturally sensitive to different working environments and equally comfortable working within a team or remotely. Highly regarded by colleagues, and clients alike, for adopting creative approaches to learning design and for nurturing talent and discovering ways to engage with digital transformation agenda. Areas of expertise:

* Corporate management and team leadership capability
* Talent & succession planning for Industry 4.0 (4th Industrial Revolution)
* CPD for HR practitioners and assessment of HR/L&D functions against excellence standards
* Training design, delivery, facilitation (blended learning, action learning, conferences, podcasts, webinars)
* Solution-focused executive coaching and mentoring
* Validation, evaluation and measurement of the impact of learning

Industry / Sector Experience: **Energy, Utilities & Renewables:** Oil and Gas (ENI, KMG, Italy, Kazakhstan. UK), Cory Riverside Waste Management (UK); **Transport & Logistics:**GAC (Dubai); **Pharma & Life Sciences:** Scientific Research (Kuwait); **Healthcare:**Biotech (Germany), NHS, Public Health (UK); **Financial Services: Lloyds** Banking Group, LexisNexis (UK); **Government & Public Services:**Central & Local Government (UK), European Patent Office (Austria), Regional Development Agencies (Hungary, Bulgaria, Italy, Slovakia), European Commission (Belgium), State Chancellery (Latvia), Government of the Emirates (Dubai); **Charities:**Macmillan Cancer Support, Cancer Research (UK); **Recruitment:**Blue Arrow Employment Agency (UK); **Higher Education:**University Business Schools (UK, Estonia, Turkey, Russia, Spain, South Africa, Mexico), Professional Awarding Bodies & Associations (UK, Switzerland), EU Education & Culture Directorate (Belgium), Association for Adult Learning, Norway;  **Food & Beverages:** ARCA, FEMSA, Danone (Mexico), **Technology, Media & Communications:**Telecoms (UK), Digital Health Solutions, SAP (Ireland, Germany), Community Radio (Germany); **Retail & Consumer Goods:**Chaloub Luxury Goods Group (Kuwait), Harrods, Harvey Nichols, Fortnum & Mason, Debenhams, Selfridges, John Lewis, Cosmetics, Fashion (UK), In-bound Call Centre (UK, Russia); **Armed Forces & Emergency Services:**Royal Air Force, Ministry of Defence (UK); **Private / Personal Development** RSVP Executive Coaching (Malaysia); **Building Materials:** Cemex (Mexico)

Qualifications:Post-Graduate MA in Strategic Human Resource Management

Post-Graduate Certificate in Health Services Management

Post Graduate Diploma in Training Management

Post Graduate Certificate in Training & Development

EFQM Excellence Assessor

Professional: Chartered Fellow: Chartered Institute of Personnel & Development (CIPD)

Fellow: Higher Education Academy (HEA)

Member: International Council for Open & Distance Education (ICDE)  
 Member: Business Excellence Institute (BEX)

Member: British Voice Association (BVA)

Accredited: CPD Training Provider/Speaker, CPD Standards Office (CPDSO)

Awards/Assessor: 2018 Assessor: Sheikh Khalifa Government Excellence Award (UAE)

2017 HR Assessor: Excellence Award in Government Performance (UAE)

2017 Global Training & Development Leadership Award (World HRD Congress)

2012 Judge: UK National Training Awards

2009 Global HR Excellence Award for HR Leadership (World HRD Congress)

Employment: 2002 – now Specialist Learning Consultancy (JFI)

2001 - 2002: Workforce/Organisational Development, Berkshire NHS Shared Services

1999 - 2001: Organisational Development Manager, East Berks NHS Trust

1990 - 1999: Development & Training Manager, Barnet Healthcare NHS Trust

1990 - 1990: Regional Training Consultant, Comet Electrical Group, Hull

1988 - 1990: Training & Complaints Manager, Allders Department Stores

1986 - 1988: Personnel & Training Officer, Debenhams Department Stores

1986 - 1986: Controller/Officer Manager, Blue Arrow Recruitment Agency

1976 - 1986: National Promotions, Area Sales Manager (various cosmetic firms)

Interim fixed-term projects:

**Digital Learning Designer** – Lloyds Banking Group as part of their Group Transformation agenda: 6+ months

**Online Learning Design Consultant** – UK Cancer Charity, designing online learning: 9 months

**Learning Provision Analyst** – NHS Centre for Public Health, training needs analysis and report: 12 months

**Skills Mapping Auditor** – NHS (Medical & Dental education, data capture and analysis: 6 months

**Project Director** – NHS Regional e-learning evaluation project with LearnDirect £¼m project: 24 months

**HR & OD Management Consultant** – NHS ICT, job re-design and department restructure: 5 months

**National Management Co-ordinator** – UK Healthcare Institute, supporting UK-wide network: 12 months

**Business Manager** – Healthcare Institute, membership recruitment: 12 months

**Regeneration/Unemployment Project Lead** - NHS Hospitals Trust, back to work scheme: 6 months

Local and international work:

UK

**Cyber security webinars** for energy recycling company

**How to design e-learning masterclasses** for Scottish education executive

**Designed open learning workbooks** to support NOCN qualification for NHS support workers

**E-learning induction programme** national guide for NHS University (NHSU)

**Interim OD consultant** designing roll out and training of University HR Information System

**Blended learning policy and procedure development** for various NHS organisations

**Management & leadership training** for Russian managers attending UK University

**Leadership programme design and delivery** for NHS middle level managers

**Presentation skills training, communication and interpersonal skills** for UK civil service

**Training appraisal and PDP skills** for NHS managers as part of Knowledge & Skills Framework

**Community care team management programme** for NHS healthcare teams

**Management training** as part of national ‘Learning Through Work’ initiative

**HRM support** for re-writing and grade job descriptions for NHS ICT departmental teams

**Employment support** and training for low-paid, low-skilled (LPLS) NHS workers

**Quality control and improvement workshops**, NHS Financial Network and British Telecom (BT)

**Auditor** - SEEDA funded Basic Skills Programme, NHS SE region

**Project management** of £¼m funding from Dept. of Health for regional KM and e-learning

**PDP process design and implementation** of appraisal and personal development planning system

**Coaching** for health service budget holders as part of financial recovery training programme

**Establishing training budgets webinars** for legal professionals in business research and risk management sector

INTERNATIONAL

**HR quality assessor** Abu Dhabi Excellence Award in Government Performance (UAE)

**Quality improvement workshop** Bureau Veritas (Latvia)

**Executive leadership** **programme** Kazakh executives, “KazMunayGas” KMG (ENI Corporate University, Italy)

**Management training** **programme** ENI Oil (Kazakhstan & UK)

**Digital literacy training workshop** with Barclays Bank ‘Digital Eagles’ team EU-funded (Nederlands)

**Instructional training design workshop** European Patent Offices (Germany and Austria)

**Advanced training skills workshop** Vigor Enterprises (Kuwait, Qatar, Dubai)

**Vocal training for in-house trainers** Novo Nordisk (Denmark)

**Researcher EU funded projects** competency framework and learning game development (Belgium)

**HR compliance & regulatory practice workshop** Directors of Public Admin, European Union (Latvia)

**Coaching in health and wellness** SAP (Ireland and Germany)

**Employee engagement survey** GAC (Dubai)

**Validation of project manager competencies** Regional Government Agencies in 5 European countries)

**Corporate University workshops/conference speaking** (Hong Kong, Abu Dhabi, Australia, China, Switzerland)

**Masterclasses in Learning & Training Agility** (Mexico)

Academic Lecturing & Research:

2018 - MSc International Project Management *Cross-Cultural Leadership* Anglia Ruskin University (London)

2018 - MBA (Healthcare) *International HRM* Anglia Ruskin University (London)

2017 - MA Talent Development & HR *L&D Fundamentals* IE School Human Sciences & Technology (Madrid)

2005-18 MA HR Management: Module Leader *L&D / Training Design* University of Westminster (London)

2017-17 MBA (Global) *Online Tutor/Assessor* University of London (London)

2008-12 Additional Skills Certificate: *Knowledge & Information Management* MESI University (Moscow)

2003-09 Foundation Degree *Pharmacy Management* Birkbeck, University of London (London)

2002 MA HSC *Health & Social Care Management* Reading University (Berkshire)

2000 MA Collaborative Leadership *Health & Social Care Management* TVU (Berkshire)

1995 Edgware Postgraduate Medical Centre *Medical Education Programme* Hendon FE College (London)

1990-97 Open University/MESOL *Managing Health & Social Care* Barnet Healthcare NHS Trust (London)

1990-97 NEBSM *Introduction to Supervisory Management* BTAS/Hendon FE College (London)