



Associate Profile Jenny Field



Jenny has over 20 years' experience in the development of organisations and leadership capability. She joined 3GHR as an Associate following fifteen years of organisational development consultancy. Her corporate career spanned 15 years as Executive Director of People and Organisational Development (HR), within Cancer Research UK (turnover £365m), Notting Hill Housing Group (turnover £100m) and Look Ahead Housing and Care (turnover £35m). She is a non-executive board member and brings a solid understanding of the commercial drivers for organisational success. Jenny is a Ford Coach Mentor supporting global engagement project with a team of 80 coaches across Europe.

She has designed, managed and delivered cultural change and leadership programmes that have improved the performance of organisations, teams and individuals. Jenny has also designed and implemented coaching programmes to support the development of internal coaches, written behavioural frameworks at a company and talent pool level and rolled out related tools and processes. Jenny has designed multiple HR vision/mission/values, influenced key business stakeholders, and coached HR teams (multi-function) in the successful implementation of HR strategies. As a consultant Jenny has been described as warm, open and engaging with strong rapport and influencing skills combined with a strong drive for results. She focuses on helping clients achieve the change they aspire to.

Qualifications/Experience

- Fellow of the Chartered Institute of Personal Development (FCIPD)
- Master NLP Practitioner (2003 International Teaching Seminars)
- NLP Practitioner (2002 International Teaching Seminars)
- Licensed to administer a range of psychometric tests including MBTI,

- Occupational Personality Questionnaire, Motivation questionnaire, Culture change
- MA in Human Resource Development

Specialist Areas

- *Organisational development*
- *Cultural change*
- *Behavioural change programmes*
- *Leadership development*

"Jenny has worked on a wide range of projects for us and has always delivered excellent results. She has a depth of expertise and experience that really adds value to our business. The MDP helped shift behaviours by encouraging managers to take more responsibility as a result we are seeing a positive impact on our culture."

