

# Elizabeth Lisle

BA (Hons), PGDip, FCIPD

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## PROFILE

### KEY SKILLS AND ATTRIBUTES

Leader and Management Development  
Organisational Development  
Competences Development for Institution Strengthening  
Action Learning  
Appreciative Inquiry  
Whole group interventions - Dialogue techniques  
Strategy and Change Management  
Equalities and Quality Development  
Coaching and Mentoring  
Workshop Facilitation

### PROFESSIONAL QUALIFICATIONS AND MEMBERSHIP

Postgraduate Diploma in Training and Human Resource Development  
Postgraduate Diploma in Industrial Relations - Credit  
Accreditation for Myers Briggs I and II  
Accreditation for Strengths Deployment Inventory  
United Nations Association  
European Foundation for Quality Management  
D32/D33 TDLB Competences/A1 Assessor  
NLP Masters Practitioner and Practitioner level  
Corporate Membership Institute of Personal Development

In Partnership with Birmingham City Council, Winner of 'Equality - Best Public Service Initiative', Training Journal 2009.

### CAREER SUMMARY

DIRECTOR, ELA DEVELOPMENT LTD (FORMERLY HELDERCORP)

1991 – Present

A renowned international management and organisational change consultant, work with many UN agencies around the world and across all sectors within the UK with a significant breadth of experience in both statutory and third sector.

Responsible for the design and establishment of an innovative Training and Development Business, working nationally and internationally across all sectors within a broad scope of multicultural settings.

Range of services as an external collaborator include organisational development consultancy, competency development, postgraduate management qualifications, management, team and personal development and learning using a diverse range of approaches.

Clients include: Birmingham City Council; Wakefield MDC, Sheffield CC, European Training Foundation; Coventry City Council; Hillindon PCT; Bristol CC, Nestlé UK; IAS; International Labour Organisation; Holiday Extra; Birmingham Airport; Nestle UK; South Africa Provincial

Govt; Govt of Barbados; Automobile Association; World Health Organisation; Warwickshire County Council, LB of Hackney, Fife Council, Staffordshire CC. .

Extensive experience of facilitating a range of management and organisational development interventions effecting change, including:

- ◆ Short workshops
- ◆ Consultancy
- ◆ Longer programmes comprising of a series of modules moving from individual perspective, relational perspective, organisational inquiry through to external partnerships – accredited and non accredited programmes
- ◆ Appreciative inquiry
- ◆ Enquiry action learning
- ◆ Projects
- ◆ Action Learning Sets
- ◆ One to one coaching and mentoring
- ◆ Assessment and Development Centres

TCA CONSULTANCY, Senior Consultant

1990 - 1991

Human Resource Consultant to a wide range of small and medium sized companies, predominantly focusing on manufacturing and IT industry. Principal activities included:

- ◆ Examination of business plans to develop workforce plans
- ◆ Competency development
- ◆ Coaching and mentoring
- ◆ Organisational reviews
- ◆ Organisational design and development
- ◆ Training and development programmes tightly focused to business objectives
- ◆ Planning and implementation of change processes
- ◆ Assessment of project and business strategies for TEC monies

LOCAL GOVERNMENT MANAGEMENT BOARD, Management Development Consultant 1987-1990

LGTB consolidated public sector experiences, providing a broad overview of a range of organisations within local government. Responsibilities:

- ◆ Advised and influenced local authorities throughout England and Wales, at all levels of local government personnel including elected members.
- ◆ Represented LGTB on national bodies and professional organisations on training and development matters. This entailed adopting a variety of roles as required by the task, including that of the broker, information provider, direct trainer and external consultant.
- ◆ External consultant including identification and implementation of strategies on management development and organisational development.
- ◆ Involved in development of National Vocational Qualifications and Management Competencies (MCI's) across the Social Care and Health Sector.

COVENTRY CITY COUNCIL HOUSING DEPT., Chief of HR

1984-1987

Responsible for all strategic and operational matters relating to a large urban Housing Department. This included all aspects of an emerging HR function including recruitment and selection, training and development, performance management, job analysis and classification. The role involved supervising a personnel section, interpreting national and local procedures, data collection and analysis with a view to contribute and inform business policy and planning, strategic planning.

COVENTRY CITY COUNCIL, Training Advisor

1982-1984

Responsible for enabling long term unemployed into community programme/sustainable employment