

*“Everyone is trying to do a good job. The challenge is how we best help them to realise their own visions of the future”*

Sara spent seven years working in Diageo – Diageo is the world’s leading drinks company, and has an outstanding portfolio of world famous brands, including: Guinness, Smirnoff, Johnnie Walker, J&B, Gordon’s, Baileys and Tanqueray operating across more than 200 countries. Within Diageo she performed a variety of roles including supporting the merger of GrandMet and Guinness to form Diageo in 1997 and various organisation development projects.

In 2002 she joined the Royal Bank of Scotland. Her work at the Royal Bank included the design, development and facilitation of a leaders programme targeting 3,600 staff to deliver cultural change and improve customer satisfaction and she had accountability for talent & succession management for the corporate banking and financial markets division.

Sara joined Questions of Difference in 2005, working with a number of different clients including Skype, Orange, Lloyd’s, Lockheed Martin, BT, The Scottish Executive and the British Council. She has brought her experience of organisation development, cultural change, leadership and team development to each of these projects.

In addition Sara lectures at the University of Middlesex MBA programme on consultancy and facilitation skills.

Sara is passionate about people and teams. Her confidence in her strengths and experience enable her to be a powerful facilitator of large and small groups – she is a keen observer of others’ strengths and is intrigued by the special and distinct qualities of each individual.

Sara is always looking for ways to move forward and enabling others to discover what they are committed to and their own visions of the future. She can be heard asking questions such as Wouldn’t it be great if? Did you ever think about? How will we figure out how we can?

She is responsive and flexible to the changing needs of different situations and looks for ways to make things happen:

*“Circumstances change and emerge all the time – it is our ability to notice, adapt and respond to these changing needs and situations as a leader that make us successful and transform the way we go about our daily lives”.*